

# Diversity and Inclusion Policy

April 2017

## 1 Intent

To provide a diverse and inclusive workplace across all levels of the organisation up to and including the Pental Group Limited (Pental) Board.

## 2 Pental's Commitment to Diversity and Inclusion

Pental believes every individual employee should be valued for their distinctive skills, experiences and perspective and supported to fulfil their potential and to have the opportunity to fully participate.

Pental supports individual differences in view, personal/work experiences, lifestyle, ethnicity, culture, age, gender, disability, marital status, religion, sexual orientation and education.

Aside from being the right thing to do, Pental recognises the competitive advantage of a diverse workforce and an inclusive work environment where divergent views, that promote creative thinking and innovation, are encouraged, which in turn enhances decision-making, risk management, business performance and overall returns to shareholders.

## 3 Pental's Diversity and Inclusion Priorities

In addressing Diversity and Inclusion, Pental's priorities are to:

- encourage broad diversity across all levels and areas of the business (for example this includes, but is not limited to, gender, age, race, cultural, disability and sexual orientation);
- promote flexible working across the business;
- ensure organisational values and leadership behaviours support a diverse workforce and inclusive work environment; and
- recognise and mitigate against unconscious bias which impacts on recruitment, promotion and development decisions.

## 4 How Pental Supports Diversity and Inclusion

Pental provides a number of initiatives and benefits, as well as policies and practices that support these Diversity and Inclusion priorities. These include but are not limited to the following:

- Paid parental leave for all parents regardless of gender (see Parental Leave Policy)
- Access to Parental Leave Programs that support the transition of our employees returning from parental leave
- Employer superannuation contributions on up to 39 weeks unpaid parental leave

Access to flexible work arrangements and leave types to meet the differing needs of Pental employees and support the integration of personal pursuits, community contribution and family responsibilities with work (See Flexible Working Arrangements Policy, Working Remotely or After Hours Policy and the Pental leave policies)

- Access to the Westpac Group's 'My Benefits' program which offers discounts, special offers and concessions to meet the needs of a diverse workforce
- Counselling services to support Pental employees with any work or personal issues
- A work environment that values Diversity and Inclusion and takes action against inappropriate workplace behaviour, including unlawful discrimination, harassment, bullying, victimisation and vilification (see Discrimination and Harassment Policy and Bullying Policies)

- Recruitment, promotion and career development processes that deliver diversity in applicant pools, short-listed candidates and internal appointments across all levels up to and including board appointments (see Recruitment and Selection Policy).

## 5 General

This Policy does not form part of Pental employment contracts and does not impose any binding obligations on Pental. Pental may vary this Policy from time to time.

For more information visit [pentalgroup.com](https://pentalgroup.com)

**PENTAL**

**DISCLAIMER**

Once this document is printed, it becomes an uncontrolled copy and is current as at the date of printing. Version control and quality control cannot be guaranteed once downloaded from the Pental website. For the most up to date version, please refer to our website ([pentalgroup.com](https://pentalgroup.com)).