

Diversity & Belonging Policy

March 2022

1. The what and the why

“Inclusion is not a matter of political correctness. It is the key to growth” – Jesse Jackson

Data tells us that better decisions are made, companies are more innovative and successful, and people feel more engaged when they have a diverse and inclusive workplace. At Vocus, we are committed to creating just that.

At Vocus, we recognise, value and respect the importance of diversity within the workplace. We embrace all segments of the community and are working to create an environment where every team member feels safe to share their own unique capabilities, experiences and perspectives. We are committed to living our “People are the Difference” value and encourage our staff to celebrate their uniqueness and bring their whole selves to work.

We know that there is a commercial case, as well as an ethical case for championing diversity, inclusion and belonging. We seek to attract, engage, retain and develop the best talent, and understand that having an inclusive culture is key to this. We believe that diversity is associated with better financial and overall business performance, and that having a diverse workforce where our people feel supported to be themselves, is a key advantage.

Diversity refers to all characteristics that make individuals different from one another. These include, but are not limited to, differences in gender identity, age, socio-economic background, ethnicity, cultural identity, disability, sexual orientation and religious beliefs. Diversity also encompasses the many ways people differ in terms of life experience, personalities, ways of thinking, education and work experience.

The aim of this policy is to help us to build an environment where all our people can thrive at Vocus. An environment where they are respected and valued – not just for their abilities, but also for their unique and individual qualities experiences and perspectives. This policy sets out the Vocus objectives in relation to diversity and inclusion at all levels within the organisation.

2. The who

This policy covers all team members of Vocus, regardless the division or ‘brand’ they work for. This includes full time, part time, casual, temps, contractors and any person acting in the interest of Vocus.

3. The how

At Vocus we aim to:

- Create a workforce that is reflective of the diversity of our customers and the communities in which we operate, across all levels.
- Create a safe, inclusive environment and culture where all team members have the opportunity to realise their potential, and where individual differences and needs are understood, accommodated, respected and valued.
- Achieve greater representation of women, as well as other diverse groups, across our business – at operations, management, executive and board levels.
- Adopt transparent remuneration practices (such as benchmarking) that ensure team members are paid equitably for the roles they perform, regardless of their gender.
- Adopt and maintain fair and equitable recruitment and selection processes, including succession planning, at all levels, that are free from bias and that encourage greater innovation and better service for our diverse customer base.
- Adopt policies and practices such as our Paid Parental Leave policies and Flexible Working policies that support individual needs and responsibilities, including parental or carer responsibilities, or religious needs.

- Ensure there are mechanisms in place that support team members utilising these policies to remain connected to Vocus, for example: by receiving all-staff communications, invitations to town hall meetings, work functions and team training.
- Provide leadership and development opportunities to support the advancement of team members and to evaluate performance equally.
- Adopt a zero-tolerance approach to unlawful discrimination, harassment, vilification or victimisation based on a person's gender identity, age, socio-economic background, ethnicity, cultural identity, disability, sexual orientation or religious beliefs.
- Continue to meet or exceed our legal and regulatory obligations in relation to equal opportunity, diversity and inclusion.

The Board will set measurable objectives for achieving diversity and inclusion for the Board and for Vocus. Our performance against these measurable objectives will be reviewed at least annually, and will be disclosed as part of our annual ESG reporting.

4. Review of Policy

The People and Remuneration Committee is responsible for the review and oversight of this Policy. The Committee will review the effectiveness of this Policy, its objectives and the strategies which aim to achieve the objectives, on an annual basis, and will report to the Board on the outcome of their review.

If you have any questions or you couldn't find what you were looking for, please contact the Head of People and Culture.