

# Equality and Diversity Policy



Our Equality and Diversity Policy recognises our shared commitment to equality and inclusiveness by accepting, respecting and celebrating each other's differences.

**Fostering an environment where we respect and celebrate people's differences ensures that the talents and resources of all our employees, contractors and stakeholders are utilised in full and the business reaches its absolute potential.**

## **To achieve this Equality and Diversity vision, we commit:**

- + To be an equal opportunity employer and an inclusive meritocracy.
- + To champion inclusion at all levels of the company irrespective of a person's gender, marital or family status, sexual orientation, gender identification, age, disability, ethnicity, religious beliefs, political affiliation or cultural background.
- + To implement this policy in accordance with statutory requirements, legal provisions and relevant Codes of Practice.
- + To recognise our moral and social obligations to promote equality of opportunity at all times in the communities in which we operate.

## **Our Equality and Diversity Policy is underpinned by living our match winning qualities everyday and every way, by:**

- + Recognising that the bulk of our diversity is hidden and therefore having a culture built on respect and integrity for all.
- + Promoting and maintaining a positive work environment that values and hears the contributions of people from diverse backgrounds, experience and points of view.
- + Demanding a safe working environment in which no person feels threatened or intimidated by inappropriate behavior such as discrimination, harassment, bullying victimisation or vilification.
- + Providing facilities for any employee or contractor who believes they have been treated unfairly within the scope of this policy.
- + Ensuring that recruitment and selection is fair and that all candidates are considered on merit only.
- + Challenging our conscious or unconscious biases relentlessly.
- + Encouraging suppliers and contractors to adopt practices that equally promote equality and diversity.

## **Winning and successful implementation of this policy looks like:**

- + The absolute commitment by all involved in our business that diversity and inclusion for all is not only essential but gets the best out of us as individuals and as a team.
- + Every person feeling comfortable, safe and free to come to work with Fitzroy proudly as they are.
- + Our workforce broadly reflecting the diverse communities we operate in and serve.
- + Ensuring that open and honest communication exists across all levels of our business and stakeholders.
- + Leadership being visible, passionate and accountable champions for equality and diversity.