

DIVERSITY POLICY

Service Stream recognises that to attract and retain the best people to support its business it must create an inclusive work environment that capitalises on the value of individual differences in the workplace and the advantage that comes from incorporating a variety of ideas, capabilities and insights.

Workplace diversity involves recognising the value of individual differences and managing them in the workplace. Diversity in this context encompasses race, gender, education, age, physical ability, sexual orientation, religious belief and family responsibility.

Service Stream is committed to creating a working environment which enables it to benefit from the capabilities of its diverse workforce in order to maximise the achievement of its corporate goals.

Policy Objectives

The objectives of this Policy are to ensure Service Stream:

1. Creates work environments based on mutual respect and integrity and which are free from discrimination, harassment, bullying and bias;
2. Has balanced representation of women and men at all levels, including at senior management and Board levels;
3. Makes decisions in respect to recruitment, remuneration, advancement and training based on merit and which take account of Service Stream's desire to promote diversity; and
4. Recognises the fact that we work with and within culturally and ethnically diverse communities across Australia and that this diversity should be reflected in our workforce and organisational practices.

Implementation

To achieve these objectives Service Stream will:

1. Set Board-determined measurable objectives for achieving gender diversity;
2. Develop effective people management strategies to combat both conscious and unconscious bias;
3. Ensure the field of potential candidates for a role, where practicable, is broad enough to cover a diverse range of applicants and selection is based on merit;
4. Ensure equitable access to pay, professional development and opportunities for promotion;
5. Encourage and support flexible employment arrangements;
6. Ensure managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively; and
7. Implement systems to measure and report on progress with Diversity initiatives.

Diversity Policy	APPROVED BY THE BOARD 20/06/2018	CCD-H-POL-2014
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