



Diversity and Inclusion Policy

21 May 2024



Diversity and Inclusion Policy

1. Purpose

A diverse and inclusive workplace centred on equality, diversity, and inclusivity, and where our employees are valued and recognised for their unique contributions is anchored in Soul Patts' values of excellence and commitment to sustainable outcomes.

Soul Patts is committed to promoting diversity and a safe and inclusive culture. We strive to facilitate and ensure the Soul Patts working environment provides access to equal opportunities and is responsive to all different cultures and groups and values and embraces diversity in all our interactions with our employees (including prospective employees), workplace participants, clients, Board members, Directors, and in the communities within which Soul Patts operates.

Soul Patts imposes a zero-tolerance approach to bullying, harassment, victimisation or discrimination of any kind, and is dedicated to the elimination of any behaviour which constitutes same within the workplace. Soul Patts will take proactive steps to ensure all employees, directors and other workplace participants are aware of this Diversity and Inclusion Policy and that the consequences of any unwelcomed actions and behaviour, both intended or otherwise, could lead to disciplinary action, up to and including termination of employment and/or termination of contract.

The key pillars to this policy are to:

- **promote diversity of perspectives** – key to our long-term success has been our focus on making sensible decisions, thinking outside the box and having the courage to be different.
- **foster inclusion** – we encourage employees to work as a team and respect others. We believe that a one size fits all approach does not foster inclusion, therefore we leverage the different perspectives we have within our team to build an inclusive workplace.
- **empower our employees** – we are guided by the needs of our employees in providing them with support to achieve their potential.

2. Scope

This Diversity and Inclusion Policy governs the conduct of Soul Patts, including its directors and employees (including prospective employees), and visitors and/or contractors. It also extends to govern any work-related setting outside the workplace, including work-related travel and work-related social functions.

This Diversity and Inclusion Policy may be reviewed, amended, or replaced from time to time, at the sole discretion of Soul Patts, but at least annually.

It is the expectation of Soul Patts that all employees, directors, and visitors and/or contractors. will comply with and reinforce the application of this Diversity and Inclusion Policy.

3. Diversity and Inclusion

Diversity relates to all characteristics which make individuals different from one another. It encompasses, but is not limited to, differences in: race, religious beliefs, ethnicity, gender identity, sexual orientation, marital or family status, disability, age, ethnicity, socio-economic backgrounds, perspectives, experiences, cultural backgrounds, and other areas of potential difference. Soul Patts values and respects the skills that people with diverse backgrounds, experiences and perspectives bring to the organisation.

Inclusion at Soul Patts relates to ensuring the working environment is one where differences are actively leveraged to improve business outcome, and create a sense of belonging, trust, respect, and safety for all individuals.



4. Gender Equality Indicators

Soul Pattinson falls within the definition of a '**relevant employer**' under the *Workplace Gender Equality Act 2012* (Cth) (**the WGE Act**). The objects of the WGE Act include:

- to promote and improve gender equality (including equal remuneration between women and men) in employment and in the workplace;
- to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters; and
- to eliminate discrimination on the basis of gender in relation to employment matters (including matters in relation to family and caring responsibilities) amongst other items.

These objects are consistent with Soul Pattinson's core values and aligned with the behaviour and expectations of employees as set out in Soul Pattinson's **Code of Conduct** and the **Appropriate Workplace Behaviour Policy**.

Soul Pattinson is required to and will prepare annual reports relating to the '**gender equality indicators**' prescribed by the WGE Act.

5. Policy

5.1. Recruitment and Composition

It is an objective of Soul Pattinson to ensure the Soul Pattinson workforce is gender diverse including in relation to individuals in management positions, and/or those in key leadership positions. Soul Pattinson is committed to ensuring the same gender diverse objective is applicable in relation to the gender composition of the Board.

Soul Pattinson is committed to ensuring the recruitment and selection of any prospective employees is fair, void of any 'bias' and is conducted through a merit-based, transparent, and inclusive process.

5.2. Equal Remuneration and Promotion

The remuneration paid to Soul Pattinson's employees performing the same work and/or different work of equal or comparable value will be gender-balanced, and equal. Soul Pattinson is committed to reviewing remuneration on a periodic basis with a focus on ensuring any identified gender pay equity gaps or disparities are eliminated.

Soul Pattinson will ensure all employees are informed of all internal promotion and/or any other selection opportunities, and that these opportunities will be conducted fairly, on the basis of merit, and against an objective criteria.

5.3. Prohibited Conduct

Soul Pattinson maintains that it does not permit, tolerate, or condone any form of bullying, harassment, sexual harassment, victimisation, or unlawful discrimination. Please refer to Soul Pattinson's **Appropriate Workplace Behaviour Policy** for further detailed information in relation to the conduct expected of employees and other workplace participants. The **Appropriate Workplace Behaviour Policy** is robust in nature and is in place to proactively prevent the occurrence of prohibited conduct (as defined) in the workplace.

Notwithstanding, Soul Pattinson's **Grievance Procedure** is in place to adequately facilitate mechanisms for reporting grievances, and ensuring that all grievances and/or allegations of prohibited conduct are responded to proactively, proficiently and with procedural fairness.



5.4. Parental Leave, Support for carer's and other working arrangements

Soul Patts' recognises the importance of providing supportive mechanisms to employees to assist with taking and/or managing parental leave and any caring responsibilities.

Soul Patts offers a range of support mechanisms to employees with regards to Parental Leave and for employees who are required to act as carers for an immediate family member of household member, who is sick or injured, or in the event of a family-related emergency. Please refer to Soul Patts' **Parental Leave Policy** and **Leave Policy** for further detailed information in relation to the Parental Leave entitlements and other arrangements available to Soul Patts' employees.

5.5. Consultation

Soul Patts is committed to understanding the views and experiences of all employees and workplace participants in relation to gender equality in the workplace. In this respect, Soul Patts undertakes to meaningfully consult with employees on any issues which concern gender equality in the workplace.

Any data obtained through the employee consultation may be used to amend this Diversity and Inclusion Policy.

6. Measurement and Reporting

The Board, through the People, Culture and Remuneration Committee monitors diversity on a regular basis to ensure the company is progressing its diversity & inclusion objectives and commitments.

Soul Patts advises on the relevant progress annually as part of its year end annual reporting.

7. Policy governance

Policy approver:	Board
Policy owner:	Chief Operating Officer
Review cycle:	Annually

Version	Approved	Date
1.0	Approved by the Board	July 2023
2.0	Approved by the Board	December 2023
3.0	Approved by the Board	May 2024