

PULSAR*GROUP

Diversity, Equity and Inclusion (DE+I) Policy

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Purpose

The Diversity, Equity and Inclusion (DE+I) policy supports the commitment of Pulsar Group (**Group**) to be an inclusive workplace that embraces and values DE+I. The DE+I policy will ultimately contribute to the achievement of the Group's goals by embedding the Group's values of Stronger Together, Challenger Mindset, Innovate at Speed and Deep Expertise.

By prioritising DE+I and promoting fair treatment and opportunities for all at work, we will ensure our workforce represents our stakeholders and markets. The purpose of this policy is to provide sound principles and guidelines for diverse, equitable and inclusive working experiences for all team members that are consistent with the requirements of applicable legislation and support the Group values.

Scope

This policy applies to all Group team members. Every team member within the Group is responsible for supporting and maintaining the Group's corporate culture, including its commitment to DE+I at work.

Objectives

The Group will implement policies which address impediments to DE+I at work, and review these policies to ensure that they are available to and utilised by all team members at all levels of the Group.

The Group believes that acting on a commitment to DE+I practices has a vast number of benefits for individuals, teams and the Group at large.

At an individual level, embedding DE+I into our processes and policies allows team members to feel safety and belonging.

At all levels across the Group, a diverse workforce allows us to make more informed and innovative decisions, drawing on a wide range of ideas, experiences, approaches and perspectives.

Definitions

Diversity refers to who is represented in consideration of a variety of demographics including but not limited to gender identity, race, ethnicity, disability status, religion, age and sexual orientation.

Equality refers to equal treatment of all team members, regardless of who they are.

Equity refers to a recognition and consideration of a person's unique circumstances and, where practicable, adjusting treatment accordingly so that the end result is equal.

Inclusion refers to how the workforce experiences the workplace and the degree to which organisations embrace all team members and enable them to make meaningful contributions to their work and themselves.

Team member means any officers, employees (whether full time, part time or casual and including executives and managers) and contractors (including consultants, advisers, agents, interns and free agents) of any Group office.

DE+I in practice

Career development and progression

Team members are encouraged to develop and progress their careers through opportunities that build capability and all team members are supported to participate in career development conversations. Available opportunities for promotion and transfer are advertised to all team members to enable them to apply for roles and develop their career path. We encourage and reward excellence and performance is measured based on agreed goals to promote equity and remove bias.

Benefits

To accommodate the diverse needs and circumstances of our team members, the Group offers a number of inclusive benefits, some that extend to every team member in the Group and others that are location specific.

Our Flexible Work Policy and Healthy Ways of Working strategy apply to all Group team members regardless of role, team or location.

Health and wellbeing benefits, as well as parental and other special leave offerings, differ across our sites. For more information on the benefits available to you, please contact your local People representative.

Data collection and reporting

The Group proactively monitors, collects and reports demographic data to ensure we are constantly championing DE+I. Understanding who our team members are, what they care about and what they need allows us to build programs and policies that, where reasonably possible, accommodate each team member's unique circumstances. These data may be disclosed with the Group's corporate governance disclosures. Each year, the Group will review, assess and report on DE+I across a number of demographics including:

- gender identity,
- ethnicity,
- race,
- disability status and
- religion.

Anti-discrimination training

All team members are required to complete training and stay up to date with all relevant policies in order to raise awareness and model behaviour that supports a work environment free from discrimination, bullying, harassment and bias.

Recruitment

We recognise the value of recruiting, selecting and promoting team members with different backgrounds, ways of thinking, knowledge and experience. Our recruitment and selection processes identify candidates with the most suitable knowledge, skills, experience and personal values and as an equal opportunity employer, the recruitment processes are designed to promote equality. Testing, independent evaluations and behavioural interviewing are used to promote equitable and unbiased selection and promotion decisions.

Remuneration

Our role grading and remuneration review processes actively consider equity in both grading and remuneration and we will continue to develop strategies and initiatives to resolve any identified gaps.

Compliance with this policy

The Group requires all Group team members to comply with this policy.

When it is considered that a breach of this policy has occurred, the nature of any disciplinary action in relation to the breach will be determined by relevant management in consultation with other appropriate sources of advice, for example VP of People (APAC) or Head of People (EMEA/NA).

Changes to this Policy

This Policy does not form part of any contract of employment or other contract to provide services. The Group reserves the right to update this Policy at any time and we will draw your attention to any substantial updates as soon as practicable.

Other relevant documents

The DE+I policy is supported by a number of other policies and strategies, including:

- Code of Conduct
- Healthy Ways of Working at Pulsar Group
- Working with Respect Policy
- Recruitment Policy

Document control information

This is a controlled document. All comments or requests for changes to this document should be addressed to the document owners.

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