

SGH group diversity & inclusion policy

SGH appreciates the value inherent in a diverse workforce at all levels of the business. Diversity may result from a range of factors: origin, age, gender, self-identity, race, religion, culturally and linguistically diverse, lifestyle, education, physical, sensory and intellectual ability, appearance, language, or other factors. We value the differences between people and the contribution these differences make to our business.

We will actively manage diversity and inclusion, seeking ways of acknowledging and embracing the differences that exist. This means that we will:

- Seek to accommodate the unique needs of many different employees
- Commit to ensuring that all employees are treated with respect, dignity and openness, and
- Seek to ensure that our business practices, policies, and procedures do not prevent people from diverse backgrounds having equality of opportunity within the organisation

This policy provides the framework by which SGH actively manages and encourages diversity and inclusion. SGH's goal is to create a workplace culture that is diverse, inclusive and that respects and celebrates our differences. This policy applies to the Directors, employees and contractors.

Diversity refers to the visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual orientation, gender identity, lawful sexual activity, age, physical, sensory or intellectual disability, mental health, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity, or trade union membership. It also refers to diverse ways of thinking and ways of working.

Inclusion refers to ensuring that current, future and potential employees have equality of opportunity in the organisation without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual identity, gender identity, lawful sexual activity, age, physical, sensory or intellectual disability, mental health, marital status, family responsibilities, pregnancy, breast-feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.

Equal employment opportunities (EEO) are the principle that all persons can have equal access to employment opportunities based on merit, without fear of discrimination or harassment.

Diversity Principles

SGH's diversity and inclusion policy, processes and initiatives focus on four diversity and inclusion principles:

1. Decisions regarding recruitment, selection, training and development and promotion are based on merit, performance, and capabilities
2. The organisation embraces fairness, equality and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment, or victimisation
3. Diversity and inclusion and equal employment opportunity initiatives are based on sound business objectives
4. Diversity and inclusion is everyone's business – it is part of how the organisation works.

Equal Employment Opportunities (EEO)

SGH will provide equal opportunity in respect to employment and employment conditions, including:

- Recruitment and selection
- Performance management
- Training, development and tools for staff
- Safe work place
- Career advancement; and
- Support

SGH is committed to supporting all employees and managers in the achievement of a diverse and inclusive workplace. Managers are responsible for developing and encouraging a positive environment, where all employees are treated with respect and dignity.

Measurable Objectives

The organisation will establish, on an annual basis, measurable objectives for the achievement of diversity and inclusion. These objectives may include:

- Ensuring recruitment processes promote our commitment to diversity and inclusion in accordance with SGH policy
- Improving SGH HR policies and processes annually
- Implementing training and development programs that promote and embed EEO, diversity and inclusion practices within the organisation
- Publicly promoting EEO, diversity and inclusion practices (e.g. via website)

Disclosure of diversity and inclusion reporting and outcomes will be made to key stakeholders on an annual basis. For example, if applicable, via the organisation's annual report and reporting to the Workplace Gender Equality Agency.

Related Policies

The organisation's approach to equal employment opportunity, diversity and inclusion is supported by a range of policies, including:

- Equal Opportunity (EEO) & Anti-Bullying Policy
- Code of Conduct
- Flexible Working Arrangements
- Training and Development
- Performance Management, and
- Recruitment, Onboarding & Induction

Policy review

This policy is reviewed annually by the SGH Group Diversity, Equal Opportunity & Inclusion Committee and approved by the SGH Group Board.