



Ridley Corporation Limited Diversity Policy

At Ridley we strive to foster a working environment which is not only exciting and challenging, but is also flexible, inclusive and supportive. That means a place where everyone is treated with respect and dignity, and can work in an environment where they can achieve their maximum potential. We respect diversity in our people, in their ideas, work styles and perspectives. Diversity recognises and values the contribution of people with differences in background, experience and perspective. Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

Scope

This policy applies to all Casual, Part Time and Full Time employees of Ridley.

Diversity at Ridley

To achieve the objective of creating a culture that is flexible, inclusive and supportive, each manager employed at Ridley is expected to take responsibility for the following, where:

1. all employees are treated fairly and with respect and dignity;
2. the ability to contribute and access career development opportunities is based solely on merit;
3. individual differences are embraced in the workplace;
4. the workplace is free from discriminatory behaviours and practices;
5. equitable frameworks and policies, practices and processes limit the potential for bias;
6. equal employment opportunities exist based on capability and performance;
7. there is awareness of the different needs and circumstances of employees;
8. there is provision for flexible working practices and policies to support employees; and
9. where a diverse range of talented people can be attracted and retained.

To achieve a diverse and inclusive working environment, Ridley will provide equal opportunity in respect of employment and employment conditions, and specifically with regard to the following:

(i) Recruitment, selection and promotion

Equal opportunity forms an integral part of the Recruitment and Selection Policy and at Ridley we recognise the value of recruiting and promoting employees with different backgrounds, knowledge and experiences. This principle also applies to the selection of contractors. All recruitment and selection documentation, procedures and practices will be non-discriminatory, and Ridley undertakes to recruit employees and directors impartially and from a diverse field of suitably qualified candidates.

The recruitment process will focus on pre-determined criteria designed to ensure that the most appropriate candidate is selected for each position, recognising the importance of the inherent value that diverse perspectives, experiences and approaches can bring to the business as a whole.

(ii) Talent and Succession Planning

Employees throughout Ridley are encouraged to continually develop and progress their skills and capability through involvement in formal training programs and other work experience opportunities that may become available within the organisation. Ridley will undertake a review of high potential and high performance employees on an annual basis. This review will be based on the performance of the individual and identifying their potential for further career development.

A formal performance review will also be undertaken at least annually between each employee and their manager to review past performance, identify further training and development needs and set new performance targets for the year.

The outcome of these reviews will be used to develop/refine the Ridley Learning and Development strategy, ensuring that all training is aligned to diversity and equal opportunity principles.

In considering individual needs, Ridley appreciates that it may be appropriate to develop or implement more targeted practices relating to skills development in order to promote a diverse workplace at all levels of the organisation.

(iii) Career Development

Ridley actively encourages employees to develop their careers through opportunities that build capability and by providing relevant experience to individual employees.

At Ridley, all available opportunities for internal promotion will be advertised to all employees to enable individuals to apply for roles to develop their career paths. Employees are assessed for suitability for the role based on their capability and performance within the organisation.

(iv) Flexibility

Ridley will actively work with individual employees to provide flexible work arrangements, particularly employees with parenting, disability, family and carer commitments. These arrangements will be assessed based on business requirements to ensure that job or business performance is not compromised as a result of the flexible work practice.

The flexible work practices that Ridley may implement include working from home, reduced hours from Full Time to Part Time for women returning to the workforce from maternity leave, and in unforeseen circumstances where an employee is required to care for a dependent on a temporary basis.

(v) Gender diversity

Gender equality is a key element for ensuring that Ridley creates a flexible, inclusive and supportive environment. Through the implementation of this policy, Ridley embraces diversity when determining the composition and further development of employees, senior management and the Board.

(vi) Employee consultation

Ridley will conduct an employee opinion survey every 2 years to gain employee feedback on a range of cultural factors. All employees will be invited to participate on an anonymous basis.