

## Workplace Diversity Policy vs 6.2 July 2024

### Workplace Diversity Policy

#### Purpose

Peter Rowland Group is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. Our human capital is our most valuable asset, and embracing diverse perspectives enriches our workplace, enhances innovation, and positively impacts our business outcomes.

#### Scope

This policy applies to all employees, contractors, volunteers, interns, consultants, temporary employees, job applicants, clients, vendors, suppliers, and visitors to our workplaces.

#### Policy Statement

Peter Rowland Group actively promotes a diverse and inclusive workplace where individual differences and perspectives are respected, valued, and leveraged to foster creativity, collaboration, and professional growth.

#### Our Commitment We are dedicated to:

- Creating and maintaining an inclusive environment where everyone is treated with respect, dignity, fairness, and provided equal opportunities.
- Attracting, developing, and retaining a workforce reflective of the diverse communities and customers we serve.
- Encouraging open, honest, and respectful communication and collaboration among employees from diverse backgrounds and experiences.
- Providing equitable opportunities for professional development, career advancement, and training without bias or discrimination.
- Ensuring all employment practices—including recruitment, hiring, promotions, compensation, performance evaluations, and professional development—are fair, transparent, and based solely on merit and capabilities.

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### Diversity and Inclusion Principles

Peter Rowland Group explicitly prohibits discrimination and harassment based on race, colour, ethnicity, national origin, ancestry, religion, age, gender identity or expression, sexual orientation, disability, marital or family status, veteran status, socioeconomic status, or any other characteristic protected by applicable laws and regulations.

### Roles and Responsibilities

- **Leadership Team:** Ensure diversity and inclusion principles are integrated into strategic business planning and daily operational practices, cultivating a genuinely inclusive organizational culture.
- **Managers and Supervisors:** Exhibit inclusive leadership behaviours, actively manage diversity within their teams, promote equitable practices, address any discriminatory behaviours swiftly, and provide ongoing support to employees.
- **Human Resources:** Provide oversight, guidance, and regular training to reinforce diversity awareness, inclusivity, and equitable treatment across the organization. Manage the complaint process effectively, ensuring transparency, confidentiality, and impartiality.
- **Employees:** Foster a respectful and inclusive work environment, actively engage in diversity training initiatives, treat colleagues with dignity, communicate openly and respectfully, and report discriminatory or inappropriate behaviours promptly.

### Complaint Procedure

Employees who experience or witness discrimination, harassment, or unfair treatment should promptly report it to Human Resources or a designated Diversity Officer. Peter Rowland Group guarantees confidentiality, a prompt and thorough investigation process, and appropriate corrective action without any retaliation or negative repercussions against individuals raising genuine concerns.

### Diversity Training and Awareness

Peter Rowland Group commits to regular diversity and inclusion training sessions to enhance understanding, sensitivity, and practical skills among all employees. We promote ongoing education and dialogue around diversity topics to build a continuously improving, inclusive culture.

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### Continuous Improvement

We continually assess, review, and refine our diversity practices through employee feedback, surveys, external benchmarking, education, training programs, and transparent internal communication. Our goal is constant growth in creating an inclusive workplace environment.

### Measuring and Reporting

Peter Rowland Group commits to monitoring and evaluating the effectiveness of this policy by tracking diversity metrics, conducting regular audits, and openly sharing progress and challenges with all employees. The outcomes will inform continuous improvements and policy adjustments.

### Review and Approval

This policy will undergo an annual review by the Human Resources Department and Senior Leadership Team to ensure its effectiveness, compliance with legislative requirements, and alignment with evolving best practices in workplace diversity and inclusion.

**Policy Effective Date:** 1<sup>st</sup> July 2024 vs6.2

**Authorised by:** Malcolm Hurst COO

Peter Rowland Group