DIVERSITY POLICY

1.0. PURPOSE

This policy outlines Glad Group's commitment to the highest standard of diversity within the workplace and provides a framework for ensuring that all business operations adhere to the highest diversity standards.

This policy aims to foster a fair, diverse and respectful working environment.

2.0. SCOPE

This policy is applicable to all employees. For the purpose of this policy Glad Group consists of:

- **Glad Group Pty Ltd** | ABN 62 092 928 115
- Glad Security Pty Ltd trading as **Glad Group Services** | ABN 99 122 097 590
- **Glad Maintenance Pty Ltd** | ABN 85 127 522 481
- **Auxus Pty Ltd** | 12 655 147 292
- Stratium Global Pty Ltd trading as **Unifyd Technology** | 55 627 094 366
- **Australian Protective Services Pty Ltd |** 47 610 471 424

This policy must be read in conjunction with other related Glad policies as outlined in, but not limited to, section 4.0 Related policies and procedures.

3.0. POLICY STATEMENT

The Glad Group workforce is represented by many nationalities and with diverse backgrounds and the Company is committed to an inclusive workplace that embraces and promotes diversity and providing equal opportunities for all employees including applicants.

Glad Group values, respects and leverages the unique contributions of people with diverse backgrounds, experiences and perspectives to provide exceptional customer service to an equally diverse community.

3.1. Diversity Commitment

Workplace diversity involves recognising the value of individual differences and embracing them in the workplace. Diversity includes, but is not limited to:

- gender
- age
- ethnicity
- cultural background
- sexual orientation
- religious belief
- marital and parental status

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Glad's commitment to recognising the importance of diversity encompasses all areas of the business, including recruitment, talent management, skills enhancement, retention of employees, forms of leave available to employees, succession planning and training and development.

Glad Group does this by:

- employing the best people to do the best job possible regardless of gender, age, ethnicity, cultural background, sexual orientation, religious beliefs or marital or parental status
- following a fair hiring process where all candidates are considered based on their skills, qualifications and abilities
- supporting flexible working arrangements where operationally practicable
- recognising and embracing multicultural diversity within the workplace and growing the workforce to reflect the diversity
- leveraging the value of diversity for all our stakeholders to ensure the best customer experience
- ensuring fair wages and entitlements, including ensuring equal pay for equal work across the workforce
- providing people with disability employment opportunities
- assisting and encouraging Aboriginal Australians and Torres Strait Islanders to access employment opportunities within Glad
- encouraging and supporting the number of women in leadership roles
- providing cultural leave to Aboriginal Australians and Torres Strait Islanders

To achieve this Glad will:

- assess wage and entitlement compliance with industrial instruments and pay equity on an annual basis or as required
- review requests for flexible working arrangements on its merits. A refusal can only be made on reasonable business grounds and as per the Fair Work Act 2009
- assess the number of women in senior and/or leadership roles
- accommodate people who require reasonable adjustments within the workplace as far as reasonably practicable
- be clear about the genuine requirements of the job when creating job descriptions
- avoid discriminatory job advertisements by focusing exclusively on the skills, qualifications and abilities needed to perform the role
- include diversity statement in job advertisements
- provide grievance mechanisms for employees to discuss and report any issues relating to discrimination and bullying and harassment
- maintain the cultural leave policy
- maintain an external whistleblower service and make the details of this publicly available
- recognise and reward achievements of employees based on their performance and merit

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- endeavour to ensure that all employees undertake training of Glad Group's Code of Conduct, bullying and harassment policy, social compliance policy, grievance resolution policy, EEO and anti-discrimination policy and whistleblower policy.

3.2. Grievance Procedure

Glad Group promotes a Speak Up culture and encourages all employees, contractors, suppliers and partners to report grievances and concerns. This can be done in accordance with the grievance resolution policy, by contacting People and Culture or the Whistleblower Service.

- gladacademy@gladgroup.com.au
- https://whistleblowingservice.com.au/gladgroup

If there is a reason to believe that anyone covered by this policy has failed to comply with the policy, Glad Group will investigate the circumstances.

Breaches of this policy may result in disciplinary action up to and including termination of employment.

4.0. RELATED POLICIES AND PROCEDURES

- Glad Group Code of Conduct
- social compliance policy
- EEO and anti-discrimination policy
- human rights policy
- bullying and harassment policy
- grievance resolution policy
- whistleblower policy
- remuneration policy
- leave policy
- cultural leave policy
- parental leave policy

5.0. LOG OF CHANGE

DATE	AMENDMENTS	AUTHORISED BY	REVISION
November 2014	Version 1	Nick Iloski	1
November 2016	Version 2	Nick Iloski	2
March 2022	Version 3	Chris Errington	3
February 2025	General Updates	Ann Shanahan	4

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If you have any questions about this policy, please reach out to People & Culture, gladacademy@gladgroup.com.au.

Authorised by:

Kiri Chase

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