

1. Purpose

The Diversity and Inclusion Policy is intended to support the achievement of a workplace that embraces workplace diversity and an inclusive culture at work, whilst recognising the security obligations inherent in DMTC's business activities. This policy also provides a process by which measurable objectives can be established and monitored by the Board.

Our goal is to create a culture that is safe, diverse, inclusive, and respects and celebrates our differences.

2. Policy Scope/Coverage

This policy applies to the Board and all company employees and contractors.

3. Policy Statement

3.1. Vision

DMTC recognises its talented and diverse workforce and their sense of belonging as key competitive advantages and inherently worthy aims. Our business success reflects the quality, diversity and skill of our people and that our people continually feel safe, respected and valued at work.

DMTC is committed to attracting and retaining the finest human talent to ensure top business growth and performance and ensuring that they are included and feel that they belong as valued members of our organisation

DMTC acknowledges that actively promoting diversity and inclusion in the workplace has positive benefits to individuals, teams, our company as a whole, and our stakeholders. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

3.2. Diversity and Inclusion Commitment

DMTC respects and values diversity and inclusion in its workplace. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company. We are committed to employing the best people to do the best job possible. DMTC will achieve this, taking all reasonable steps by:

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

- creating a culturally safe workplace for all of our employees, contractors and stakeholders
- implement approved initiatives through our Reconciliation Action Plan (Reflect).

DMTC continues to be diverse along many dimensions. DMTC recognises that diversity encompasses differences in ethnicity, culture, gender, language, age, sexual orientation, gender identity, marital or family status, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive, competitive and supports the achievement of our strategic goals and objectives. It is also an inherently worthwhile aim.

DMTC is committed to facilitating an inclusive workplace. Inclusion is about creating a workplace culture based on a sense of belonging - where people are respected, valued, and feel psychologically safe to contribute the diversity of their lived experiences. An inclusive culture treats everyone equitably, so that DMTC's people are provided with the opportunities they need to succeed and thrive in their careers. To have an inclusive workplace, discrimination, harassment, vilification, and victimisation cannot and will not be tolerated at DMTC.

3.3. Recruitment and Retention

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

- Recruitment and selection
- Performance management
- Training and development
- Career advancement
- Support.

DMTC recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. DMTC is committed to tackling cultural stereotypes within our organisation and remaining aware and sensitive to structural and historical inequities that affect applicants and employees.

DMTC rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

3.4. DMTC's Vision for Reconciliation

DMTC is committed to creating a culturally safe workplace through our Reflect Reconciliation Action Plan which aims to;

- seek to unlock opportunities and pathways for Aboriginal and Torres Strait Islander

peoples.

- increase cultural awareness and understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning, education and awareness
- deepen understanding of and demonstrate respect for Aboriginal and Torres Strait Islander peoples by observing cultural protocols

DMTC's full approach in this context is articulated in the Reconciliation Action Plan.

3.5. Monitoring and Reporting

DMTC recognises that diversity is an enabler of improved performance and the positive role played by diversity in meeting its goals and objectives and intends to promote and facilitate a range of diversity initiatives throughout the company.

The Board will:

- Seek to ensure that the diversity profile is a factor that is taken into account in the selection and appointment of senior management and directors subject to the security obligations associated with DMTC's business activities.
- Demonstrate zero tolerance of gender or racial discrimination, harassment, vilification, and victimisation.
- Provide the strategy and framework for a workplace that is inclusive and culturally safe for our people

Senior Management will:

- Aim to ensure that appropriate procedures and measures are maintained and that the Company's diversity commitments are monitored appropriately.
- Behave as role models for their colleagues in relation to demonstrating the values in this policy, encouraging and valuing diversity of thought, and flexible working practices.
- Demonstrate zero tolerance of gender or racial discrimination, harassment, vilification, and victimisation.
- Create a workplace that is inclusive and culturally safe for our people

All employees will:

- Support and encourage a diverse workplace as according to the guidelines listed above.
- Participate in diversity, cultural, inclusion and workplace health and safety events, workshops, training and meetings
- Provide feedback to senior management of what we can do to continue to foster an inclusive and safe workplace
- Embrace a workplace that is inclusive and culturally safe for our people

Policy – Diversity and Inclusion



- Support colleagues including the DMTC board, senior management, other employees and contractors on diversity and inclusion initiatives

DMTC will proactively seek advice on methods to:

- provide best practice advice and documentation in relation to policies and procedures
- regularly measure and report on the progress towards achieving diversity and inclusion objectives and will conduct assessments of the measurable objectives.

We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

4. Compliance

Senior Management aims to proactively monitor organisational performance in meeting policy requirements.

Senior Management aims to ensure that all employees undertake regular compliance training in relation to Diversity and Inclusion, and legislative and other responsibilities relating to anti-discrimination, workplace bullying & harassment, and equal employment opportunity.

Senior Management aims to also conduct reviews of the processes involved in recruitment, remuneration, performance management and training and development to assess the implementation of and compliance with this policy.

Senior Management and leaders have a responsibility to ensure the workplace is free from discrimination, harassment or bullying, and that all employees comply with the diversity and inclusion policy.

5. Linked Policies, Procedures and Forms

- [Procedure – Recruitment](#)
- [Procedure – Health and Wellbeing](#)
- [Code of Conduct](#)
- [Policy – OH&S](#)