

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 for measurable objectives to be established and monitored by the Board.

In February 2022 the DMTC Board endorsed the organisation's inaugural Diversity & Inclusion Strategy. The Strategy includes an overarching goal statement, focus areas, priorities and actionable initiatives and a clear statement around governance and accountability.

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 ensure that all employees are treated with respect, dignity, and openness

Policy – Diversity and Inclusion



- 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 Diversity & Inclusion Strategy and our Reconciliation Action Plan.

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 can be a lever for 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.

In February 2022 the DMTC Board endorsed the organisation's inaugural Diversity & Inclusion Strategy. The Strategy includes an overarching goal statement, focus areas, priorities and actionable initiatives and a clear statement around governance and accountability.

The D&I Strategy includes targets and a system of dashboards to visualise and track progress towards achievement.

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 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](#)
- [DMTC Diversity & Inclusion Strategy](#)