



# Diversity, Inclusion & Belonging Policy

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## 1. Purpose and scope

This policy articulates Vicinity Centres' (**Vicinity**) commitment to Diversity, Inclusion and Belonging (**DIBs**).

Our purpose at Vicinity is to *enrich community experiences*. To deliver on and live our purpose, we need to attract, develop, and retain a workforce that reflects and celebrates the rich diversity of the customers and communities we serve and are proud to be part of, and consciously foster a culture of inclusion that values our people and provides a sense of connection and belonging.

The DIBs policy (**Policy**) applies to all Vicinity employees, including permanent, casual, and part-time employees, contractors directly engaged by Vicinity and Directors of Vicinity.

## 2. Commitment

We believe in and are committed to DIBs becoming an integrated part of strategic and everyday life at Vicinity, where difference is embraced and leveraged to create value.

Having a team at Vicinity who are passionate about our customers, our communities and our business, who bring diverse lived experience, enables us to consciously foster ways of working that respect, value and leverage the different lived experiences of our people. In turn, this cultivates an inclusive and high-performance culture that drives innovation, creates equitable opportunities for our people, provides competitive advantage, growth edge and delivers better commercial and financial outcomes for our business and key stakeholders.

At Vicinity, this culture of inclusion is acknowledged as a key driver of performance and a core leadership capability. Our values of *'we embrace difference, we always collaborate, and we imagine a better way'* are underpinned by the principles of psychological safety, inclusion, and diversity of thought.

The following practices, programs and initiatives are designed to remove barriers to inclusion and belonging, enable diversity at all levels of the organisation and deliver on the commitment to integrate DIBs as a strategic and every day 'way of working' at Vicinity:

- continuously listening to our people – *through and beyond formal mechanisms* - to provide a consistent, equitable and positive employment experience;
- integrating diversity and inclusion principles and practices through the employee lifecycle and cyclical employment activities to ensure talent acquisition, management and development opportunities are equitable, mitigate against conscious or unconscious bias and progress equal representation at all levels, i.e. gender (40:40:20), cultural diversity, neurodiversity, physical ability, age, sexual orientation;
- ensuring equal and equitable remuneration, recognition, and reward;
- investing in our people's knowledge, skills and ability to lead inclusively, to provide our people with the opportunities they need to succeed and thrive; to feel valued, respected and able to fully contribute the diversity of their lived experience;
- building a flexible organisation, providing opportunities for work arrangements and leave options that accommodate the individual needs of our people at various career and life stages; and
- invest in parental leave policies and practices, value and promote equal experience for parents, and contribute to cultural change within and beyond Vicinity of traditionally gendered caregiving roles.

Supporting diversity, inclusion and belonging in the workplace is everyone's responsibility. A diverse and inclusive culture can only flourish in an environment that does not tolerate discrimination, harassment, vilification and victimisation. The **Vicinity Code of Conduct** specifically addresses our expectations of all our employees in how they conduct themselves. Equal Employment Opportunity (EEO) and Discrimination laws apply to all areas of employment. Vicinity expects all employees to behave in accordance with relevant EEO and Discrimination legislation, our Code of Conduct and this Policy, including recognising and responding to unacceptable behaviour, and taking appropriate action to address conduct that is inconsistent with Vicinity's values.

### 3. Governance

Vicinity's Diversity Forum leads and governs our commitment to DIBs. The Diversity Forum comprises the Vicinity Executive Committee, is chaired by the CEO and Managing Director and meets quarterly.

The role of the Diversity Forum is to:

- Set and agree strategic direction for DIBs, and to ensure commitments are coherent and mutually reinforcing of organisational goals and priorities;
- Provide sponsorship and advocacy for DIBs priorities and initiatives, ensuring organisational ownership, accountability and empowerment to lead and progress DIBs initiatives as an integrated part of how we do business at Vicinity;
- Discuss and provide thought leadership and direction on global, national and local societal shifts that impact employment and customer experience, expectations and perspectives
- Refine and adapt DIBs priorities and initiatives to reflect current and emerging societal, stakeholder and employee expectations, perspectives, and recent lived experiences;
- Endorse, sponsor and monitor DIBs priorities, action plans, policies and events;
- Communicate the business case for DIBs, role model inclusive and respectful behaviour, and hold people accountable for demonstrating inclusive and respectful behaviour;
- Align initiatives with external partnerships e.g. Champions of Change, Pride in Diversity, Australian Network on Disability; and
- Advocate for and celebrate the changes that create a more diverse and inclusive culture.

### 4. Reporting on progress and compliance

Vicinity's DIBs initiatives and targets are agreed by the Diversity Forum and approved by the Remuneration and HR Committee. Vicinity's DIBs targets align with the ASX Corporate Governance Principles and Recommendations 4<sup>th</sup> Edition.

Progress against the delivery of Vicinity's DIBs initiatives and targets is reported to the Remuneration and Human Resources Committee on a periodic basis, and reported annually via our annual Corporate Governance Statement, Annual Report and Sustainability Report.

Vicinity reports annually to the Workplace Gender Equality Agency (WGEA), and Coalition for the Champions of Change.

### 5. Policy review

The Diversity Forum will review this Policy annually, with any significant changes to be approved by the Remuneration and Human Resource Committee.

### 6. Further information

For further information please contact:

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