

INCLUSION & DIVERSITY POLICY

We do our best work together, when everyone is included. That’s why we create a culture that supports you to be you.

Our inclusion & diversity policy sets out what we expect from everyone, starting with the atmosphere we all create. Built on respect, reflective of our diverse communities and accommodating of difference, our inclusive environment makes for better ideas, better customer experiences and a better place to work – for all of us.

Purpose

At Tabcorp, we understand and accept that everyone’s different, and unique attributes are encouraged and celebrated. We know being truly inclusive generates diversity of thought, and this is fundamental to developing organisational capability and delivering business performance. The purpose of this policy is to articulate our commitment to creating a culture of inclusion, where we collaborate, everyone is treated with respect, and where everyone experiences a genuine sense of belonging.

Who this policy applies to

This policy applies to everyone who works at Tabcorp, including all employees and contractors (**team members**), and the Tabcorp Board.

What do inclusion and diversity mean?

Inclusion is about creating an environment where team members can bring their whole and authentic selves to work to do their best. It’s about respecting and valuing the differences that exist within our workforce, and making reasonable adjustments where required.

Diversity means difference in all forms, visible and non-visible. It covers all aspects of difference, such as gender, ethnicity, marital or family status, religion, culture, language, sexual orientation, gender identity, disability and age, as well as differences in background and life experience. At Tabcorp, we’re committed to equal employment opportunity and treating people with respect.

Inclusion and diversity are everyone’s responsibility

Team members	Value and respect the differences in others and speak up about behaviour that isn’t consistent with this policy.
Tabcorp leaders, including people leaders	Role model and encourage behaviour consistent with our values and ways of working and contribute to continuous improvement in our culture, as well as actively balancing the needs of team members and the business when applying this policy.
Inclusion & Diversity Council (made up of the MD & CEO and Executive Leadership Team)	Responsible for our inclusion strategy: provide strategic guidance on its implementation, monitor progress, report to the Board and act as ambassadors to drive inclusion across the organisation.
Tabcorp Board	Tabcorp’s Board aims to attract and maintain a Board of Directors which has an appropriate mix of skills, experience and diversity

Compliance with company policies is a condition of employment at Tabcorp. Tabcorp may vary its policies at its discretion from time to time, without prior notice or compensation to employees or contractors, and the content of this policy is not incorporated into any contract of employment or engagement. This policy is current at the date of printing.

Classification: Public

I N C L U S I O N & D I V E R S I T Y P O L I C Y

and is responsible for governance, setting diversity and inclusion key performance indicators (KPIs), monitoring progress, disclosures and oversight of the inclusion strategy.

Our commitment

We're committed to fostering an inclusive culture that reflects a diverse workplace, where team members openly share their unique perspectives, challenge the status quo and contribute their experience to achieve the best possible business outcome. To achieve this, Tabcorp's goal is to:

- attract, engage and retain unique talent so we can achieve our strategic objectives and meet the diverse needs of our customers;
- leverage individual strengths to harness greater innovation;
- treat all team members fairly and with respect, and foster an environment free of discrimination, harassment and bullying;
- lead the market in gender equality and advocate for inclusion and diversity;
- ensure all people-related decisions are made free from bias; and
- continuously work to integrate leading inclusion and diversity practices into our operations, to ensure diversity of thought and drive commercial success.

Our actions

We aim to promote inclusion and diversity through the following actions:

- attracting and retaining team members with a diverse mix of skills and experience;
- setting measurable objectives for gender diversity and assess progress annually;
- conducting gender pay equity audits on an annual basis;
- encouraging and supporting flexible working arrangements, where practicable;
- reviewing processes and systems on an ongoing basis to identify any significant trends or biases and developing actions to mitigate these;
- ongoing enhancement of the inclusion strategy, which aims to promote all areas of diversity and establish measurable objectives and KPIs for initiatives and programs as they are developed; and
- demonstrating zero tolerance towards behaviour that is inconsistent with this policy.

Support

Team members are encouraged to speak up if they become aware of any behaviours inconsistent with this policy. Please talk with your leader or People & Culture Business Partner. In addition, our Employee Assistance Program is a professional, confidential and free counselling service available for team members and their immediate family.

Policies Control

Current from	1 August 2018
Replaces version dated	15 June 2012
Approved By	People & Remuneration Committee