

Heathgate is committed to a **Respectful Workplace** where all individuals feel valued, respected and supported. We believe that the best ideas and innovations come from within a collaborative and diverse workforce who possess a broad range of individual experiences, capabilities and perspectives. We recognise that workplace diversity, including gender, age, ethnicity and cultural background fosters excellence and is a key contributor to our business success now and for the future.

Diversity is about each individual's unique perspective.

Equity means everyone has the opportunity to reach their full potential.

Inclusion means creating a sense of belonging.

Heathgate is committed to:

- Fair and equitable decisions across the employee lifecycle including, but not limited to, recruitment, retention, promotions, remuneration, training and development, talent identification and succession planning.
- A working environment in which the principles of diversity, equity and inclusion are respected in our daily work activities.
- Providing employees with a safe, respectful work environment that is free from all forms of discrimination, harassment, sexual harassment and workplace bullying.
- A workplace culture that values and leverages individual strengths and talents, where employees feel valued, engaged, included, empowered and safe to speak up.
- Ensuring Heathgate's systems, policies and practices continue to attract and retain a diverse range of people.
- Encouraging employees to play their part in creating and maintaining a safe, diverse and inclusive culture by not standing by and instead, taking appropriate action to prevent and stop any harassment they may become aware of.
- Ensuring that our employees are not subject to any form of harassment by external persons such as suppliers and sub-contractors. Equally, it is unacceptable for any employee of Heathgate to harass those persons.
- Providing effective mechanisms for employees and other stakeholders to raise concerns and report breaches of this Policy.

Heathgate's commitment to diversity, equity and inclusion aligns with our core value of *working together*. We are inclusive, collaborate and support each other to achieve our goals. Our commitment is further supported by the following internal policies:

- Code of Conduct
- Respectful Workplace Policy

This Policy has been endorsed by the Senior Management Team and is approved by the President of Heathgate. This Policy will be reviewed every three years (as a minimum) to ensure it remains appropriate to Heathgate and reflects community standards and expectations.

Signature:



Name: **Joe De Gennaro**

Date: 21 October 2024