



Diversity and Inclusion Policy

1. POLICY STATEMENT

Greatland considers that diversity adds value to our business and are committed to driving a workplace culture that practices and promotes diversity. Diverse viewpoints are key to driving innovation and ensuring balance across the different functions of our business, where there is no dominant voice and everyone's input is valued and encouraged.


Greatland believes all employees have the right to a fair and inclusive working environment. All employees and contractors, whether existing or prospective, will be treated fairly and evaluated according to their skills, qualifications, and capabilities. We are committed to ensuring our policies, systems, processes, and practices support fair treatment for all.

This policy outlines Greatland's commitments to establishing a welcoming, respectful, diverse and inclusive workplace.

2. STRATEGIES TO ACHIEVE THIS

Greatland's aim is to build a diverse and inclusive workplace by seeking to:

- Providing an inclusive work culture where everyone feels valued and respected and is able to contribute to the best of their ability.
- Creating a workplace that is free of harassment, bullying, victimisation and exclusion, where individual differences and contributions are recognised and valued.
- Ensuring our people are not unlawfully discriminating against a person's skin colour, culture, language, disability, gender, gender identity, sexual orientation, marital status, age, religion, beliefs or any other attribute that is protected by local laws.
- Encouraging all employees to understand and use the Ten Step Speak Up guide outlined in Greatland's Code of Conduct & Integrity Policy.
- Reward and remunerate our people fairly and responsibly with market competitive rates, ensuring compliance with legislative and regulatory requirements and adopting transparent and equitable recruitment practices to attract the best talent.
- Develop our people through training and development, performance and talent management.
- Regularly review this Policy with regards to ensuring a fair and inclusive work environment.

Version Control	Revision Date	Policy Document Approver
4.0	November 2022	 Shaun Day, Managing Director