

# Wright Communications: Diversity and Inclusion Policy

## Introduction

We encourage diversity in our workforce to create an inclusive workplace culture which leverages our people's unique backgrounds, qualities and contributions to deliver value to our customers.

This policy provides a framework to embed and support a diverse workforce and inclusive workplace at Wright Communications. The policy underpins our values of Doing the Right Thing and Having Each Other's Back.

## Commitment to diversity and inclusion

Wright Communications recognises that building a diverse and inclusive workplace culture will result in enhanced relationships with stakeholders, better client service, better decision making and improved financial performance.

We respect and value the contribution of each team member, and regard discrimination as unfair, unacceptable and unlawful. We have zero tolerance for any form of unlawful discrimination of employees or potential employees, regardless of whether it is active or passive.

Wright Communications is dedicated to creating an inclusive environment where our employees are encouraged to reach their full potential and individual differences are valued and respected.

'Diversity' refers to all the ways in which we differ. It includes visible differences such as gender, age, ethnicity, disability and nationality, as well as underlying differences such as thinking styles, religion, sexual orientation, cultural background and family status.

'Inclusion' refers to creating a work environment and culture where all differences are valued, respected and leveraged. Everyone has the opportunity to learn, develop, contribute and achieve in the workplace.

Wright Communications' commitment to recognising diversity and inclusion extends to all areas of the business including, but not limited to:

1. Attraction, recruitment and retention of employees;
2. Performance management and remuneration;
3. Employment conditions;
4. Flexible working arrangements;
5. Capability development and training;
6. Talent management and career planning.

## Implementation

To achieve the objectives, Wright Communications will:

- consider contemporary practice, trends and research in diversity, inclusion, career development and working arrangements;

- implement and review a work programme and initiatives to underpin the policy;
- ensure culture and internal processes are aligned with this policy;
- communicate clear expectations for employees regarding the actions and behaviour that support a diverse and inclusive workplace; and
- provide relevant training to employees.