

## EMPLOYEE POLICY

## BALANCE AND BELONGING POLICY

GLOBAL

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## 1. POLICY

Objective is focussed on balance and belonging for all people and teams.

The policy goal is to avoid mono-cultural teams and to ensure that every person, even a person who is an “only” in a team (e.g the only person aged over 50; the only man; the only woman; the only person with a particular cultural heritage etc) feels welcome and valued as they carry out their work.

Objective’s mission is to create and supply outstanding software solutions for our customers.

To achieve our mission all Objective teams need to be empowered to deliver their best work. For people to do their best work at Objective they need to feel welcome and valued as part of that team.

“Great People, Great Teams” is an Objective value and we live it by enabling a diverse workforce where each team member can be their authentic selves and contribute their skills and perspectives so that Objective can deliver amazing results.

Since its beginning Objective has been committed to avoiding discrimination and hiring strictly based on skills. This has naturally resulted in a multi-cultural and very diverse workforce and we are proud of that fact and want to continue that diversity going forward.

Objective does not engage in discrimination in either our hiring practices or our processes while people work here and when they exit the business. You should review our anti-discrimination and anti-bullying and harassment policies to refresh your understanding of your obligations to ensure no one feels unwelcome or undervalued at Objective.

## 2. DEFINITIONS

Balance – understanding the individuals making up each team and ensuring there is no mono-cultural aspect that could result in less creative solutions.

Belonging – understanding the individuals making up each team and ensuring support for “only” members so they feel welcome and valued.

## 3. ELIGIBILITY

This Policy applies to all employees, casuals or contractors of Objective in all locations.

## 4. PROCESS

Objective will continue its compliance with annual review and reporting on the makeup of our business in accordance with law (e.g gender diversity under Australian Gender Workplace Equality Act).

Objective will continue regular review of the following to ensure Objective's practices are bias-resistant:

- Recruitment, Selection and Hiring
- Promotion and Transfers
- Learning and Development
- Remuneration
- Benefits
- Accommodation of Special Needs
- All other treatment and conditions of employment, including performance reviews, grievance procedures, terminations etc.