

Diversity and Inclusion Policy

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At TPG Telecom we believe the things that make you different are what makes the difference and that an inclusive culture, where people can be themselves, will bring out the best results for our customers. This Policy outlines TPG Telecom’s commitment to encouraging and promoting diversity and facilitating an inclusive culture at TPG Telecom.

1. What is diversity

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as gender, marital or family status, sexual orientation, gender identity, age, physical abilities, disability, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, experience or any other area of potential difference. Diversity is about the commitment to equality and treating all individuals with respect.

Our workforce is made up of many different individuals with unique skills, values, backgrounds and experiences. TPG Telecom values diversity and recognises the organisational strength, problem solving ability and innovative approach that diversity brings. To attract and retain a diverse workforce and customer base TPG Telecom is committed to providing an environment in which all employees are treated with fairness, respect and have equal access to opportunities available at work.

2. Responsibilities of employees, contractors and consultants

Employees, contractors and consultants are responsible for supporting an inclusive workplace culture, based on respect for colleagues, this includes:

- Complying with TPG Telecom’s policies, including the Code of Conduct.
- Reporting inappropriate conduct by speaking with their manager, HR or through the Reporting Hotline.

3. Responsibilities of management

Management will use reasonable endeavours to ensure business practices support a diverse and inclusive culture in a manner that complements their responsibility for the effective management of the business. Specifically, Management will be responsible for:

- Leading people, practices and policies, and ensuring that TPG Telecom’s people are educated on those practices and policies.
- Role modelling inclusive leadership behaviours that support a diverse workforce.
- Ensuring recruitment and selection practices of employees and consultants provide a diverse range of candidates to be considered and that there are no conscious or unconscious biases that might discriminate against candidates.
- Recognising the broad range of obligations employees have outside of work, including carer’s responsibilities, and adopting flexible workplace practices and leave policies to support individuals in meeting those obligations.
- Providing employees the opportunity to stay connected while on long term leave, including parental leave, through participation at events and access to communications.
- Supporting a workplace free from discrimination and harassment including role-modelling appropriate behaviour, addressing poor behaviour, ensuring policies are implemented and managed.

4. Responsibilities of the Board

TPG Telecom recognises the benefits of a Board that possesses a balance of skills, experience, expertise and diversity of perspectives appropriate to the requirements of the business of TPG Telecom.

TPG Telecom recognises that Board appointment should be based on merit that complements and expands the skills, experience and expertise of the Board as a whole, considering gender, age, professional experience and qualifications, cultural and educational background, and any other factors that the Board might consider relevant and applicable from time to time towards achieving a diverse Board.

On the recommendation of the Governance, Remuneration & Nomination Committee (“**GRN Committee**”) of the Board, the full Board of TPG Telecom is responsible for undertaking the following, in a manner that complements their responsibility for the effective management of the business:

- Reviewing the structure, size and composition of the Board, the selection and the appointment of new directors from time to time to ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the businesses of TPG Telecom, with due regard to the benefits of diversity on the Board.
- Succession planning for the directors of TPG Telecom and ensuring a diverse pipeline of successors to director positions.
- Setting targets for Board diversity and diversity within the organisation.

- Implementing a reporting framework for members of management to report to the Board on diversity and inclusion initiatives.
- Reviewing from time to time the implementation of this Policy to ensure its effectiveness.

TPG Telecom policies are not intended to be contractual in nature and TPG Telecom may amend, replace or withdraw its policies from time to time, in its sole discretion.

This policy applies to all people engaged by the TPG Telecom group of companies except where stated otherwise. This includes permanent and casual employees, fixed term employees and contractors/consultants.

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1.0	30 June 2020	Company Secretary	Board