

Diversity & Inclusion policy

1. PURPOSE

Lander & Rogers (the **firm**) recognises that our firm's success is a direct reflection of the calibre of our people. We're committed to building a workforce that represents the diversity of the clients and communities we serve, and we strive for equality of opportunity for all our people. We believe an inclusive workplace, where everyone feels valued and can reach their full potential, is a critical part of our success.

We want to be recognised as having an approach to diversity and inclusion that is authentic and genuine and is embedded in our down-to-earth and supportive workplace culture.

Diversity at Lander & Rogers is about recognising and respecting individual differences that make us unique in the knowledge, skills and perspectives we all bring to the workplace. These differences can include age, gender, ethnicity, religious or cultural background, sexual orientation, gender identity, marital or family status, disability, experience, perspectives and other areas.

An inclusive culture is one where everyone feels valued and respected and is able to fully contribute. It is about removing barriers to ensure equal access to opportunities and creating a great place to work for everyone by embracing the individual skills, perspectives and experiences our people bring to the workplace which enables sustained excellence and exceptional client service.

2. SCOPE

This policy applies to all Lander & Rogers partners, permanent and casual employees (**staff**)

3. PROMOTING AND EMBEDDING A DIVERSE AND INCLUSIVE WORKPLACE

We are committed to promoting diversity, equality, respect and inclusion principles across the employee lifecycle with specific emphasis on attracting, recruiting, engaging and retaining diverse talent. Our diversity and inclusion strategy includes four key focus areas to bring this policy to life:

- (a) building capability of our leaders to foster innovation, engagement and collaboration through an inclusive mindset and embedding a 'speak up' culture to build psychological safety,
- (b) improved opportunities for flexible working,
- (c) refreshing talent management policies and processes to reduce unconscious bias and actively seek diversity, and
- (d) progressing gender equality.

In practical terms this includes:

- (a) Ensuring recruitment, selection and promotion processes across all levels of the firm are structured so that a diverse range of candidates are considered;
- (b) Regularly reviewing the firm's recruiting practices, policies and procedures to mitigate bias, both conscious and unconscious;
- (c) Reviewing our systems, policies and procedures to continue to support our people balance their work, family and other responsibilities;
- (d) Implementing learning and development opportunities that contribute to the development of a broader and more diverse pool of skilled and capable employees that will prepare them for more senior roles with the firm in the future;
- (e) Providing our learning and development programs in a way that maximises fair and equitable access to all our people;
- (f) Reviewing performance management processes to ensure performance standards are equitable and transparent;
- (g) Ensuring women and men are fairly identified, represented and considered for promotions and succession planning; and
- (h) Regular analysis, monitoring and improvements (where required) in relation to gender pay equity.

4. ROLES AND RESPONSIBILITIES

- (a) The board is responsible for setting measurable diversity and inclusion objectives and reviewing progress in achieving these objectives on an annual basis.
- (b) The Chief Executive Partner (**CEP**), is responsible for overseeing the implementation and ongoing monitoring of the diversity and inclusion objectives set by the board.
- (c) The CEP works closely with the People team to review action plans, advise on areas of priority and ensure that the board and executive team are fully engaged in the firm's diversity and inclusion agenda.
- (d) The People team are responsible for the governance of the diversity and inclusion strategy and action plans, and reporting to the board on the firm's progress in achieving the diversity and inclusion objectives.
- (e) Our leaders are responsible for ensuring their management practices and behaviours are consistent with the principles set out in this policy
- (f) Our people are responsible for ensuring their behaviour is consistent with the principles set out in this policy.

5. SUPPORTING POLICIES

The firm's approach to diversity and inclusion is broad and far reaching and is supported by a range of other policies and documents including:

(a) **Workplace Respect policy**

The firm is committed to a workplace that is free from any form of inappropriate workplace behaviour, including unlawful discrimination, harassment (including sexual harassment), vilification, victimisation and bullying.

(b) **Domestic Violence policy**

The firm is committed to providing leave and other support to our people that experience domestic and family violence.

(c) **Flexible Work & Caring Arrangements policy**

The firm offers a range of flexible work options that support our people balance their work, family and other responsibilities.

(d) **Career Development policy**

The firm is committed to the professional development of their people. We aim to strengthen a common learning culture, which supports our values and creates an environment where our people can perform at their best.

(e) **Leave policies**

Many leave options are available to ensure our people have appropriate options for time off work. This includes annual leave, community service leave, compassionate leave, parental leave, leave without pay, purchased leave, long service leave, domestic and family violence leave and personal leave.

(f) **Reconciliation Action Plan**

The firm is committed to promoting reconciliation and contributing to Australia's effort to close the gap between Aboriginal and Torres Strait Islander peoples and the wider community and has formalised this commitment through our reconciliation plans, the first of which was launched in 2014.

(g) **Talent Acquisition policy**

The firm aims to recruit high calibre candidates. Our rigorous approach to talent acquisition at all levels is structured so that a diverse range of candidates are considered.

(h) **Bullying policy**

The firm is committed to ensuring that its workplace is free from any form of inappropriate workplace behaviour, including bullying.

Policy owner:

Chief People Officer

Last updated:

February 2020