

# Inclusion & Diversity

## Description

Westpac Group recognise and value our people for their individual differences, qualities, ideas and insights.

Workplace inclusion and diversity involves recognising the value that each and every one of us brings to the workplace. Inclusion means supporting people from all backgrounds and perspectives across the course of their career, so that they feel supported, valued and comfortable at work.

Embracing workplace inclusion and diversity involves developing people management strategies that accommodate and recognise diversity.

We all bring a range of skills and perspectives to the workplace. This may be due to our gender, gender identity, age, ethnicity, cultural background, religious belief, sexual orientation, marital or family status, disability, socio economic background and perspective or experience.

To be a global leader in workplace inclusion and diversity supports our [values](#) and Westpac Group's purpose of helping Australians succeed

By creating a sustainable inclusive and diverse workplace we are able to recruit, retain and grow capability - enabling us to reach, secure and develop the best people to serve our customers.

This Policy sets out the Westpac Group's objectives for achieving workplace inclusion and diversity and how we oversee the implementation of our strategy.

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## Coverage

This policy applies to all Westpac Group employees in Australia.

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## Objectives

The objectives of this Policy are to ensure the Westpac Group:

- has a truly inclusive workplace where every individual can participate and develop regardless of their gender, gender identity, age, ethnicity, cultural background, religious belief, sexual orientation, marital or family status, disability, socio economic background, perspective or experience;

- creates a workplace where people feel valued and included, where the same opportunities are available to all staff of all backgrounds and life experiences;
  - has a workforce profile that delivers competitive advantage through the ability to respond to customer needs;
  - can sustainably deliver our commitment to being best in service and best place to work;
  - takes a leadership position on inclusion and diversity practices - shaping the agenda in our industry and the broader community.
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## Implementation

To achieve these objectives the Westpac Group will:

- set annual Board-determined measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally, and report on progress;
- assess and review pay equity on an annual basis;
- build awareness of the Bullying and Harassment Policy and Speaking Up Policy and people leader and employee responsibilities to ensure zero tolerance for discrimination, harassment, vilification and victimisation;
- encourage and support the application of a flexibility policy across Westpac Group which focuses on all employees, and provides opportunities to maintain engagement, communication and development with employees who seek to work flexibly - including those on extended parental/other leave;
- implement our Accessibility Action Plan making Westpac Group a more accessible place to work and do business for our customers, employees and the communities we serve. This includes creating an environment in which our employees and customers feel safe and comfortable sharing information about their individual circumstances with us, providing priority care for those who need it in line with our Customer Vulnerability internal Position Statement; and
- engage our employees through our employee action groups<sup>1</sup>,
- deliver inclusion and diversity training and development opportunities; and
- educate and build awareness through inclusive communications to make Westpac Group a more inclusive place to work and do business.

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<sup>1</sup> Employee Action Groups (EAGs) are informal employee advocacy groups where employees can 'opt-in' to help build an inclusive culture, and influence for positive change across shared areas of interest.

This policy will be reviewed annually.

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## **The Westpac Group Diversity Council**

The Westpac Group Inclusion and Diversity Council (“I&D Council”) was established by the Westpac Group Executive Team to support and oversee the implementation of the Westpac Group’s inclusion and diversity strategy, which includes this Policy, primarily through:

- a. contributing to the inclusion and diversity strategy;
- b. considering best practice and contemporary topics in inclusion and diversity - aligning Westpac Group’s commitments, where possible, with UN principles including the UN Guiding Principles on Business and Human Rights, the UN LGBTIQ Standards for Business, and the UN Declaration on the Rights of Indigenous People;
- c. overseeing the implementation and embedding of the inclusion and diversity strategy across the Westpac Group;
- d. discussing and addressing any emerging inclusion and/or diversity-related organisational issues and opportunities;
- e. considering reports provided by management as to the progress of the implementation and embedding of the inclusion and diversity strategy, including progress against key objectives (e.g. the percentage of women employed by the Westpac Group in senior executive positions and on the Board);
- f. communicating the inclusion and diversity strategy, both internally and externally (as appropriate);
- g. supporting inclusion and diversity initiatives across Westpac Group, including divisional initiatives and focus group initiatives such as Women in Leadership;
- h. sponsoring our Employee Action Groups to empower them in the delivery of initiatives that support the inclusion and diversity strategy;
- i. alerting senior leadership to opportunities that would enhance the implementation of the inclusion and diversity strategy;
- j. sponsoring, designing and implementing programs to broaden our diverse candidate pool, to support the objective of creating talent pipelines to build a more diverse leadership team over time; and
- k. ensuring that recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of candidates are considered and free from any conscious or unconscious biases that might discriminate against certain groups of people.

The I&D Council meets bi-annually or more frequently as necessary. The Westpac Board or an appropriate Committee of the Board will receive updates on the activities of the I&D Council on a regular basis.

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## **More information and resources**

Westpac Group's Carers@Work program, which supports all employees who are carers, including those looking after people who are elderly, have a disability/illness or who are parents, as well as their people leaders, through a range of useful resources and forums; and other related information.

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## **Disclaimer**

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Westpac Banking Corporation (and its related bodies corporate) may amend, vary, supplement or remove this policy at any time.

This policy does not form part of an employment contract.