

## Westpac Group Inclusion & Diversity Policy

### Description

Workplace inclusion and diversity involves recognising the value of individual differences and embracing them in the workplace. Diversity in this context covers gender, gender identity, age, ethnicity, cultural background, sexual orientation and religious belief. Inclusion refers to supporting all individuals across the course of their career, irrespective of their diverse backgrounds, to bring their whole selves to work. Embracing workplace inclusion and diversity involves developing people management strategies that accommodate differences in the background, perspectives and family responsibilities of employees.

The Westpac Group recognises that to achieve its vision, - to be one of the world's great service companies—helping our customers, communities, and people to prosper and grow, it must be a global leader in relation to workplace inclusion and diversity.

This Policy sets out the Westpac Group's objectives for achieving workplace inclusion and diversity, how it will achieve those objectives and how it will measure those achievements.

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### Coverage

This policy applies to all Westpac Group employees in Australia.

You should read this policy together with the relevant sections of any Enterprise Agreement that applies to you.

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### Objectives

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

- has a workforce profile that delivers competitive advantage through the ability to build a deeper understanding of customer needs;

- has a truly inclusive workplace where every individual can shine regardless of their gender, gender identity, cultural background, age, sexual orientation, disability or ethnicity.
  - leverages on the value of inclusion & diversity for all our stakeholders so we can deliver the best customer experience, improved financial performance and a stronger corporate reputation; and continues to take a leadership position on diversity practices and setting the agenda in the external community.
  - continues to take a leadership position on inclusion & diversity practices and setting the agenda in the broader community.
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## Implementation

To achieve these objectives the Westpac Group will:

- set Board-determined measurable objectives for achieving gender equality - the Board will assess annually both the objectives and progress in achieving them;
  - assess and review pay equity on an annual basis;
  - encourage and support the application of flexibility policy into practice across the business and;
  - Implement our Accessibility Action Plan making Westpac Group a more accessible place to work and do business with for our customers, employees and the communities we serve. This includes creating an environment where our employees and customers feel safe and comfortable sharing information about their individual circumstances with us.
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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, which includes this Policy, primarily through:

- a) reviewing the inclusion and diversity strategy annually;
- b) considering best practice and contemporary topics in inclusion and diversity including aligning Westpac Group's commitments, where possible, with UN principles;
- c) overseeing the implementation and embedding of the inclusion and diversity strategy across the Westpac Group;
- d) discussing and addressing with management 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 against key measurable 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 and the progress of its implementation, 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 and People with a Disability; and
- h) sponsoring our Employee Action Groups to empower them in the delivery of initiatives that support the inclusion and diversity policy; and
- i) alerting management to opportunities that would enhance the implementation of the inclusion and diversity strategy.

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

The I&D Council will review this Policy annually.

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## More information and resources

The Employee Tools & Resources section on the intranet has information and linkages to various Employee Action Groups.

Westpac Group's Carers@Work program, which supports all employees who are carers, including those looking after people who are elderly, have disability 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**

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 your employment contract.

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