



## PBA-FM DIVERSITY POLICY

### 1. Definition

Diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross-section of people and difference that make up our membership and the wider community we serve.

### 2. Guiding principles

For PBA-FM, diversity underpins an organisation's desire to:

- improve long-term performance
- optimise the human capital available to the organisation
- provide for broader perspectives at both board and senior management levels in relation to decision-making
- develop the organisational structure to reflect the demographics of the community in which an organisation operates create a source of competitive advantage and benefit.

PBA-FM is committed to ensuring we have a diverse workforce and an inclusive environment conducive to respect and substantive equality in the appointment of well-qualified employees, senior management and board candidates so that we can:

- achieve our strategic goals
- maximise Member value
- promote processes within our organisation that will deliver long-term economic advantages to the organisation

### 3. Measurable objectives

PBA-FM has developed, implemented and will measure key initiatives, objectives and measures to promote diversity in the organisation and support the aims of the Diversity Policy. These will be reviewed on a regular basis.

Our objectives include:

- gender equality in the governance of the organisation
- diversity of experience, thought and skill set on the Board
- gender pay equity
- supportive and flexible work practices
- fostering a culture conducive to respect and substantive equality

- providing practical guidance to organisations to assist them to develop diversity policies and implement measurable targets.

#### 4. Accountability

- The Board is responsible for developing the Policy, setting the measurable objectives and monitoring progress against them. The Board has responsibility for oversight of these aspects of the Diversity Policy.

The achievement of those measurable objectives for which the Board is responsible are tied to Key Performance Indicators in the evaluation of the Board.

- The CEO is responsible for ensuring that workplace practices are in place to give effect to the Diversity Policy and to meet the measurable objectives developed by the Board. The CEO is responsible for reporting to the Board on progress in achieving the measurable objectives set by the Board.

The achievement of those measurable objectives for which the CEO is responsible are tied to Key Performance Indicators in the performance plan of the CEO.

- Our annual report will contain details of the measurable objectives set by the Board in accordance with this Policy and our progress towards achieving them. In addition, we will disclose in our annual report details of the respective proportion of men and women on the Board, in senior executive positions and across the whole organisation.

#### 5. Compliance

PBA-FM will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

#### 6. Commencement of Policy

This Policy will commence from 1 January 2020.

#### 7. Application of Policy

This Policy applies to all employees of PBA-FM, members of the Board and its committees. This Policy does not form part of any employee's contract of employment.

#### 8. Variations

PBA-FM reserves the right to vary, replace or terminate this Policy from time to time.

#### 9. Definition of gender equality

PBA-FM, in referring to the use of the phrase 'gender equality', supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they are a woman or a man.

This is supported by the definitions used in the National Workplace Gender Equality Agency and the Federal Workplace Gender Equality Act, 2012.