

# Diversity & Inclusion Policy



**City recognises that all team members bring their own unique capabilities, experiences and characteristics to their work. We value the differences between people and the contribution these differences make to our business.**

City is committed to providing a working environment that is supportive of differences and where team members have an equal opportunity to achieve their career aspirations.

In order to support this policy, we will:

- Facilitate equal employment opportunities based on relative ability, performance or potential. All team members will be considered for advancement and secondment opportunities based on achievement, experience and the value they could bring to the role.
- Build a safe work environment by taking action against inappropriate workplace behaviour such as unlawful discrimination, harassment, bullying, victimisation and vilification.
- Develop flexible work practices in line with business requirements, which meet the differing needs of our team members, particularly those with family responsibilities.
- Attract and retain a skilled and diverse workforce as an employer of choice.
- Make a positive contribution to the economic and social wellbeing of the communities we serve.
- Create an inclusive workplace culture.

All team members are required to respect and adhere to the diversity principles set out in this policy.

Managers and supervisors are responsible for:

- Understanding diversity and the intent of this policy.
- Creating an environment where there is tolerance of difference.
- Developing and encouraging a positive environment, where all team members are treated equitably with respect and dignity.
- Reporting breaches of this policy and addressing inappropriate attitudes or behaviours.
- Ensuring that the ability to contribute and access opportunities is based on merit.

Approved By:

**Chris Winchester – Group CEO, Asia Pacific & North America**

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