

DIVERSITY, EQUITY AND INCLUSION POLICY

Korvest Ltd recognises the importance of understanding and improving diversity, equity and inclusion. We are committed to a culture that welcomes individuals from all backgrounds and values their unique perspectives, experiences, and talents.

The organisation will actively manage diversity, equity and inclusion, seeking ways to foster an environment where all employees feel welcome, respected, and valued.

This means that we will:

- actively and flexibly seek to understand the unique needs of all employees;
- commit to ensuring that all employees are treated with respect, dignity, and consistency; and
- seek to ensure that our business practices, policies, and procedures are fair and equitable.

PURPOSE

This policy provides the framework by which Korvest Ltd actively manages and encourages diversity and inclusion.

DEFINITIONS

Diversity - Refers to the visible and invisible differences that exist between people, including (but not limited to) race or ethnicity, physical features, sex, sexual orientation, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity, or trade union membership. It also refers to diverse ways of thinking and ways of working.

Inclusion - Refers to ensuring that current, future and potential employees have equality of opportunity in the organisation without any barriers or obstacles as a result of their race or ethnicity, physical features, sex, sexual identity, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.

Equity - Acknowledges that people do not start with the same level of advantage or barriers. It refers to the concept of fairness and justice in how all prospective or current employees are treated and rewarded, regardless of their background, characteristics, or personal circumstances.

Equal Employment Opportunities (EEO) - Is the principle that all persons can have equal access to employment opportunities based on merit, without fear of discrimination or harassment.

DIVERSITY PRINCIPLES

Korvest's diversity and inclusion policy, processes and initiatives focus on five diversity and inclusion principles:

1. Decisions regarding recruitment, selection, training and development and promotion are based on merit, performance, and capabilities.
2. The organisation embraces fairness, equity and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment, or victimisation.
3. Diversity, equity and inclusion initiatives are based on sound business objectives.
4. Diversity, equity and inclusion is everyone's business. It is part of how the organisation works.
5. Korvest will actively identify and seek to remove barriers to achieving diversity within the business.

Equity

Korvest aims to create an environment where all employees have equal opportunities and are treated with respect and impartiality. This may apply when making decisions regarding:

- Recruitment and selection
- Internal promotion and remuneration reviews
- Performance management
- Education, training and development
- Career advancement
- Flexibility
- Accessibility
- Policies and procedures

Korvest is committed to supporting all employees and managers in the achievement of a diverse and inclusive workplace. Managers are responsible for developing and encouraging an environment where all employees are treated with respect and dignity.

RELATED POLICIES

The organisation's approach to diversity, equity and inclusion is supported by a range of policies, including:

- KC17 Workplace Bullying, Harassment and Discrimination Policy
- KC13 Code of Conduct
- KC42 Employee Development and Review Policy
- KC50 Performance Counselling Policy

MONITORING & REPORTING

The Board will annually measure and report on the progress towards achieving gender diversity. These results are set out annually in Korvest's statutory reporting.

Disclosure of gender diversity outcomes will be made available to stakeholders on an annual basis. For example, via the organisation's annual report and reporting to the Workplace Gender Equality Agency.

Human Resources in partnership with the management team will ensure that all employees undertake compliance training in relation to diversity, equity and inclusion, as well as legislative and other responsibilities relating to anti-discrimination, workplace bullying & harassment, and equal employment opportunity. The Human Resources team will also conduct regular reviews of the processes and barriers relating to recruitment, remuneration, promotion and advancement, performance management, flexibility, grievance handling and training and development to assess the implementation of and compliance with this policy.

Managers have a responsibility to ensure the workplace is free from discrimination, harassment, or bullying, and that all employees comply with the diversity, equity and inclusion policy.



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