

INCLUSION & DIVERSITY POLICY

We do our best work together, when everyone is included. That's why we create a culture that supports you to be you.

Our inclusion & diversity policy sets out what we expect from everyone, starting with the atmosphere we all create. Built on respect, reflective of our diverse communities and accommodating of difference, our inclusive environment makes for better ideas, better customer experiences and a better place to work – for all of us.

Purpose

At Tabcorp, we understand and accept that everyone's different, and unique attributes are encouraged and celebrated. We know being truly inclusive generates diversity of thought, and this is fundamental to developing organisational capability and delivering business performance. The purpose of this policy is to articulate our commitment to creating a culture of inclusion, where we collaborate, everyone is treated with respect, and where everyone experiences a genuine sense of belonging.

Who this policy applies to

This policy applies to everyone who works at Tabcorp, including all employees and contractors (**team members**), and the Tabcorp Board.

What do inclusion and diversity mean?

Inclusion is about creating an environment where team members can bring their whole and authentic selves to work to do their best. It's about respecting and valuing the differences that exist within our workforce and making reasonable adjustments where required.

Diversity means difference in all forms, visible and non-visible. It covers all aspects of difference, such as gender, ethnicity, marital or family status, religion, culture, language, sexual orientation, gender identity, disability and age, as well as differences in background and life experience. At Tabcorp, we're committed to equal employment opportunity and treating people with respect.

Inclusion and diversity is everyone's responsibility

Team members	Value and respect the differences in others and speak up about behaviour that isn't consistent with this policy. Consider participating in and helping to celebrate days of significance to show your support for team members.
Tabcorp leaders, including people leaders	Role model and encourage behaviour consistent with our values and ways of working and contribute to continuous improvement in our culture, as well as actively balancing the needs of team members and the business when applying this policy. Advocate for inclusion in everyday practice.

INCLUSION & DIVERSITY POLICY

Inclusion & Diversity Council (made up of the MD & CEO and Executive Leadership Team)	Responsible for our group inclusion strategy: provide strategic guidance on its implementation, monitor progress, report to the Board and act as ambassadors to drive inclusion across the organisation. Be a visible champion with accountability for the execution of Business Unit inclusion & diversity strategy.
Tabcorp Board	Responsible for governance, setting diversity and inclusion key performance indicators (KPIs), monitoring progress, disclosures, and oversight of the inclusion strategy.

Our commitment

We're committed to fostering an inclusive culture that reflects a diverse workplace, where team members openly share their unique perspectives, challenge the status quo, and contribute their experience to achieve the best possible business outcome. To achieve this, Tabcorp's goal is to:

- attract, engage, and retain unique talent so we can achieve our strategic objectives and meet the diverse needs of our customers;
- leverage individual strengths to harness greater innovation;
- treat all team members fairly and with respect, and foster an environment free of discrimination, harassment and bullying;
- lead the market in gender equality and advocate for inclusion and diversity;
- ensure all people-related decisions are made free from bias; and
- continuously work to integrate leading inclusion and diversity practices into our operations, to ensure diversity of thought and drive commercial success.

Our actions

We aim to promote inclusion and diversity through the following actions:

- attracting and retaining team members with a diverse mix of skills and experience;
- setting measurable objectives for gender diversity and assess and report progress annually;
- conducting gender pay equity audits on an annual basis, with a commitment to close any unexplained gender pay differences;
- supporting flexible working arrangements where practicable, with targets in place to encourage take up;
- encouraging team members to participate in and celebrate days of significance to show support for other team members;
- reviewing processes and systems on an ongoing basis to identify any significant trends or biases and developing actions to mitigate these;
- ongoing enhancement of the inclusion strategy, which aims to promote all areas of diversity and establish measurable objectives and KPIs for initiatives and programs as they are developed; and
- demonstrating zero tolerance towards behaviour that is inconsistent with this policy.

INCLUSION & DIVERSITY POLICY

Support

Team members are encouraged to speak up if they become aware of any behaviours inconsistent with this policy. Please talk with your leader or People & Culture partner. In addition, My Coach, our employee assistance program, is a professional, confidential, and free counselling service available for team members and their immediate family.

Policies Control

Current from	1 July 2020	Sponsor	Chief People Office
Replaces version dated	1 August 2018	Review period	Biennial
Approved By	Tabcorp Board People & Remuneration Committee		