

Diversity and Inclusion

Policy 12 | Version 4.1

We are committed to diverse ways of thinking and working, and to continual improvement of customer service and support from access to a broader range of ideas and insights drawn from a diverse range of backgrounds and perspectives.

We are committed to creating an environment that reflects the diversity of all people we support and all our workers. We enable people with all abilities to thrive and achieve their goals and foster fairness and inclusivity. This policy provides guidance for the Multicap Limited Board and all subsidiary Boards, and our workforce, to treat people as individuals and value their differences.

Scope:

This policy (and related document/s) applies to Multicap Limited and its subsidiary companies, related entities, and affiliates anywhere in Australia (collectively referred to as the Vertaview Group).

Members of the Vertaview Group include Allinto Australia Limited, Arbourwell Limited, Multicap Limited, and Open Minds Australia Limited (we/us).

We will:

- ✓ Embrace and value the diversity, including age, gender, gender identity, ability and disability, ethnicity, race, sexual orientation, nationality, and religion, of all people we support and all of our workers.
- ✓ Ensure that our business practices, systems, and processes do not prevent people from having equal opportunity within the Vertaview Group.
- ✓ Plan, design and deliver culturally appropriate services and supports, and create diverse workplaces to ensure we meet the needs of the people and communities we support.
- ✓ Educate, promote, and create an environment that welcomes, supports, and actively encourages an inclusive workplace for people with all abilities.
- ✓ Respect and value the contributions of our culturally and linguistically diverse workers, and our Aboriginal and Torres Strait Islander workers, who bring a vast range of experiences and capabilities that add value to our services.
- ✓ Develop and embed a Reconciliation Action Plan across the Vertaview Group.
- ✓ Provide a safe, open, and accepting environment that supports people of all gender identities and sexual orientations.
- ✓ Create a supportive and enabling culture that recognises the diversity of each person's contribution, and provides opportunities for leadership, career development, flexible work, and equal participation.
- ✓ Engage in ways to retain the corporate knowledge and career experience of our mature workforce, while facilitating representation and developing the skills of our younger workforce.

We recognise and celebrate diversity and inclusion and recognise the innovation and service quality it brings.

Our objective is to provide services and workplaces that are inclusive and representative of the diversity of our customers and communities we support.

Accountability sits with the Group Chief Executive Officer who is accountable to the Multicap Limited Board for giving effect to the Diversity & Inclusion Policy.

We will comply with the requirements of all relevant legislation and ensure workers are regularly educated in relation to anti-discrimination and equal employment opportunity.



Angela Tillmanns, Chair

August 2023



Joanne Jessop, GCEO

August 2023