



Diversity and Inclusion Policy.

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1. Introduction

This policy provides the framework by which Millennium Services Group (Millennium) actively manages and encourages diversity and inclusion. Millennium recognises that diversity and inclusion is everyone's business. Millennium's goal is to create a culture that is diverse, inclusive and that respects and celebrates our differences.

2. Diversity and inclusion statement

Millennium appreciates the value inherent in a diverse workforce.

Millennium values the differences between people and the contribution these differences make to our business.

We will actively manage diversity and inclusion, seeking ways of acknowledging and embracing the differences that exist. This means that we will actively seek to:

- flexibly accommodate the unique needs of many different employees;
- ensure that all employees are treated with respect, dignity, and openness; and
- ensure that our business practices, policies, and procedures do not prevent people from diverse backgrounds having equality of opportunity within Millennium.

3. Definitions

In relation to this Diversity & Inclusion Policy:

- **Diversity** refers to the visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual preference, 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 at Millennium without any barriers or obstacles as a result of their marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.
- **Equal employment opportunity (EEO)** is the principle that all persons can have equal access to employment opportunities based on merit, without fear of discrimination or harassment on unlawful grounds.

4. Diversity principles

Millennium Services Group's Diversity & Inclusion Policy, processes and initiatives focus on these diversity and inclusion principles:

1. Decisions regarding recruitment, selection, training and development and promotion are based on merit, performance and capabilities.
2. Millennium embraces fairness, equality and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment or victimisation.
3. Diversity and inclusion and equal employment opportunity initiatives are based on sound business objectives.
4. Diversity and inclusion is everyone's business – it is part of how Millennium works.

5. Equal opportunity in employment

Millennium will provide equal opportunity in respect to employment and employment conditions, including:

- Recruitment and selection
- Performance management
- Training and development
- Remuneration
- Career advancement
- Support.

Millennium is committed to supporting all employees and people leaders in the achievement of a diverse and inclusive workplace.

6. Related policies

Millennium's approach to equal employment opportunity, diversity and inclusion is underpinned by its values and supported by various documents, including the Code of Conduct, Indigenous Employment Policy and Millennium's Aboriginal and Torres Strait Islander Engagement Policy Statement.

7. Reporting

Every financial year Millennium's Board will set measurable objectives (KPI's) ensuring Millennium continues to deliver year on year improvement in its diversity, equity, and inclusion. KPI's will focus on; but will not be exclusive to gender participation and diversity.