

Diversity and Inclusion Policy

Version: 2021.1

April 2021

1. Document Control

1.1. Purpose

iSelect is committed to its goal of fostering an inclusive and equitable work environment for all of its people. This policy outlines iSelect’s strategy to achieve this goal and the means by which it will measure its success in this regard over time.

The iSelect Board of Directors (“the Board”) and Management Team believe that iSelect’s commitment to Diversity is not only the right thing to do, but that it makes good business sense as well. By maintaining its commitment to Diversity on the Board, within Management and all other levels of the organisation, iSelect is safeguarding the future success of the company by:

- a) aligning its internal demographics to those of its customers and the community at large; and
- b) harnessing the talents and life experiences of a broader group of people

1.2. Policy Information

Policy Contact & Owner:	Executive People & Culture
Approver:	Chief Executive Officer
Effective Date:	April 2017
Next review date:	April 2022

1.3. Scope

The iSelect Diversity and Inclusion Policy applies to all iSelect Board directors, company officers, executives, senior leaders, employees and contractors of iSelect.

1.4. Record keeping requirements

Documents relating to this Policy will be retained for five years after they have been superseded.

1.5. Document History

Version	Date Approved	Author	Description
v.2021.1	April 2021	Executive People & Culture	Policy Update
v.4	March 2018	Head of HR	Policy review.
v.3	April 2017	Head of HR	Update following Council Charter review and update

v.2	10 October 2016	Board	Update following periodic review
v. 1.1	24 August 2015	Company Secretary	Updated for standard template.
v. 1	27 August 2014	Board	Creation

1.6. Definitions

Term	Definition
iSelect	iSelect Limited and any related entities, including subsidiaries.
Council	Diversity and Inclusion Council

1.7. Related documents

Diversity Council Charter.

2. Policy

2.1. How we think about Diversity and Inclusion

2.1.1. The key principles of Diversity and Inclusion

iSelect is committed to its goal of fostering an inclusive and equitable work environment for all of its people. We want iSelect to be a place where everyone feels they belong because they are respected and valued for who they are and the contribution they make to the Company. This is strongly reflected in our values ‘Have Heart’, ‘We respect individuality and inspire each other, so united as a team we can achieve anything.’ and ‘Be Brave’, ‘We’re not afraid to be different’.

Diversity at iSelect encompasses all the characteristics that can differ between individuals. These characteristics include, but are not limited to gender, age, religion, race, ethnicity, language, sexual orientation, marital or relationship status, physical disability, mental or intellectual disability and political opinion.

At iSelect, diversity is about removing barriers to make sure everyone can fully participate in the workplace and have equal access to opportunities. Inclusion is about empowering people to contribute their skills and perspectives to enhance their sense of belonging and for the benefit of organisational performance and business outcomes.

The Board and all levels of Management maintain a shared commitment to ensuring all iSelect employees are provided equal opportunity to reach their full potential. The Board ensures that at all times there are measurable objectives for fostering Diversity and Inclusion and will assess annually both the objectives and progress in achieving them.

2.1.2. Board Diversity

iSelect's commitment to Diversity extends to Board appointments and succession processes to ensure the consideration of Diversity and Inclusion. This may include representation of women on the Board, subject to identification of candidates with appropriate skills. The Nominations Committee is responsible for advising the Board on Board appointments, including diversity considerations such as gender and cultural background, in addition to the skills, experience and expertise of potential Board candidates.

2.2. Our Diversity Strategy

2.2.1. What we are doing

iSelect is committed to the development and maintenance of fair and equitable business practices that assist it achieve its overarching diversity objectives. These practices include:

- a) recruiting and retaining a diverse and skilled workforce
- b) providing counselling and support services based on individual need
- c) providing an employee assistance program (EAP)
- d) providing leave including carer's leave, paid parental leave, paid domestic violence leave and recharge days that can reflect employee's own preferences around cultural or other individual needs
- e) providing flexible work arrangements
- f) enabling an internal Diversity Council

These practices are intended to acknowledge the individual needs of our people and ensure, regardless of characteristic, that they are respected in a compassionate and sustainable manner.

2.2.2. iSelect Diversity and Inclusion Council

iSelect has established the iSelect Diversity and Inclusion Council which is responsible for implementing practices intended to acknowledge the individual needs of iSelect's people and ensure, regardless of characteristic, that they are respected in a compassionate and sustainable manner.

2.2.3. Our Diversity and Inclusion objectives

The diversity and inclusion objectives of iSelect are approved by the Board, with assistance from the iSelect Diversity and Inclusion Council, on an annual basis. The objectives for each year and the progress toward achieving each objective is required to be set out in the Annual Report for that year.

2.3. Ongoing diversity

2.3.1. Reviews of our Diversity and Inclusion Policy

The Council commits to reviewing this policy at least annually. During such reviews, this policy may be amended by resolution of the Board.

2.3.2. Reporting diversity progress

A copy of this policy will be made available to all directors and employees of iSelect. Included on the iSelect intranet will be an update of the Company's progress in achieving its diversity objectives.

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