

Diversity, Equity, and Inclusion Policy

**Version 5
October 2023**

1. Policy

iSelect is committed to fostering an inclusive and equitable work environment for all of its people. We want iSelect to be a place where everyone feels respected and valued for who they are and the contribution they make to the Company.

Diversity refers to the variety and/or difference in distinguishing characteristics between people. Diversity in a population relates to the personal characteristics of a group, including but not limited to ethnicity, gender, sexual orientation, age and mental or physical abilities.

iSelect is committed to Diversity, Equity and Inclusion within the workforce to ensure that an individual's characteristics are not a barrier to career attainment and progression. iSelect maintains a commitment to ensuring all iSelect employees are provided equal opportunity to reach their full potential.

iSelect aims for equity by seeking to understand the difference in starting points, resources and opportunities for people and works to address systemic imbalances to ensure fairness in access to outcomes. iSelect also recognizes the importance of inclusion and belonging. By being inclusive our people feel acknowledged, understood and invited within relevant groups.

2. Purpose

Through its focus on diversity, equity and inclusion iSelect aims to foster a culture for knowledge sharing; collaboration due to the mixture of backgrounds and experience can result in increased productivity and problem solving.

Through a focus on diversity in our hiring, we can ensure that the right proactive practices are in place to enable equal opportunity to join iSelect. By creating a sense of inclusion and belonging, we aim to improve the health and wellbeing of our team members, enhancing their experience and therefore engagement and retain our team.

3. Responsibilities

Responsibilities of Employees

- Align behaviour with Code of Conduct
- Recognise and respect individual differences that form diversity
- Escalate behaviours of discrimination, workplace bullying or matters of discomfort to people leaders
- Act proactive in supporting Equity and Inclusion
- Remain up to date with relevant legislation and training available or provided

Responsibilities of People Leaders

- Lead by example in recognising and promoting Diversity, Equity and Inclusion
- Remain up to date with relevant legislation and training, as well as encourage participation
- Seek involvement in dates of significance while encouraging participation
- Executive Leaders to align working capacity with Diversity and Wellbeing Calendar to ensure commitment
- Act proactive in removing bias from any selection or recruitment process

4. Current Goals

iSelect acknowledges and endeavors to increase visible support for the varied communities which form our workforce and the Australian population. iSelect is committed to growing and expanding our commitment to increasing cultural awareness. This includes but is not limited to the promotion of training, recognising and celebrating dates of importance, and leading meetings with an Acknowledgement of Country where appropriate.

5. Measurement

iSelect is committed to an annual confidential Diversity, Equity and Inclusion Survey. This benefits iSelect and it's team members through insights into the perception of Diversity, experience in terms of Equity and Inclusion, and an understanding of demographics of our workforce. Information from

the survey will be used to establish our plan to areas for improvement to ensure continuous progression and support for iSelect employees.

6. Document Control

Policy Department	People & Culture	Next Review Date	October 2024
Policy Owner	Executive – People and Culture	Review Period	Annual
Approver	ISU Board of Directors	Last Author	Daniel Joynson

7. Document History

Version	Date Approved	Author	Description
V.5	October 2023	Executive People & Culture	Policy update.
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