

# Diversity, Equity, and Inclusion Policy Statement



Diversity, equity, and inclusion are three closely linked values that Taylor uphold and embody to support different groups of individuals, and to strengthen our business.

Diversity refers to who is represented in our workforce including (but not limited to) race or ethnicity, physical features, gender, sexual orientation, age, pregnancy, religion. It also refers to diverse ways of thinking and working. Equity refers to fair treatment for all people. Inclusion is how we experience our workplace and the degree to which we embrace everyone and enable them to make meaningful contributions. It means ensuring that current, future, and potential employees have equality of opportunity at Taylor without any barriers or obstacles.

## Our Commitment

Taylor appreciates the importance of understanding and improving diversity, equity, and inclusion. We are committed to a culture that welcomes individuals from all backgrounds and values their unique perspectives, experiences, and talents.

We commit to ensuring that everyone can have equal access to employment opportunities based on merit. Decisions regarding recruitment, selection, training and development, and promotion are based on merit, performance, and capabilities.

We do not tolerate unlawful discrimination, bullying, harassment, or victimisation. You are encouraged to speak up and report unlawful or inappropriate behaviour. All complaints are handled fairly and promptly in accordance with Taylor's Grievance Handling Policy and Procedure.

We are committed to supporting all employees and managers in the achievement of a diverse and inclusive workplace. Managers are responsible for developing and encouraging an environment where all employees are treated with respect and dignity.

We commit to increasing the representation of underrepresented groups, to pay equity across all demographics, to increasing diversity at the leadership level, and to implementing training and development programs that

promote and embed, diversity, equity, and inclusion practices.

We commit to meeting all legislative and other responsibilities relating to anti-discrimination, workplace bullying and harassment, and equal employment opportunity.

Managers have a responsibility to ensure the workplace is free from discrimination, harassment, or bullying, and that all employees comply with the diversity, equity, and inclusion policy.

We commit to monitoring and assessing the effectiveness of our Policy and best working practices.

Diversity, equity, and inclusion is everyone's business – it is part of how we work.

This policy will be reviewed in January 2025

**George Bardas**  
Chief Executive Officer