

# Diversity and Inclusion Policy



## Purpose

This policy outlines VHM Limited's commitment to facilitating an inclusive environment that embraces all that makes us different and recognises the benefits that these differences enable. This policy supports our company values of respecting each other and embracing our diversity.

## Scope

This policy applies to all VHM Limited employees, contractors and consultants engaged with VHM Limited.

In so far as this policy imposes any obligations on the Company, those obligations are not contractual and do not give rise to any contractual rights. To the extent that this policy describes benefits and entitlements for employees, they are discretionary in nature and are also not intended to be contractual. The Company may unilaterally introduce, vary, remove, or replace this policy at any time.

## Key Principles

VHM Limited is committed to building and valuing a diverse workforce that represents and connects with the communities in which we operate. We aim to build and sustain a workforce that fosters inclusiveness and embraces the diversity of its people, such as differences in cultural backgrounds, race, ethnicity, religion, political beliefs, disability, age, gender identity and sexual orientation.

Diversity also encompasses differences in qualifications and experiences, and differences in approach and viewpoints. VHM Limited expects its workforce to demonstrate commitment and action towards an inclusive and diverse workplace through principles including, but not limited to:

- gender equality and the fundamental principle that gender is not a barrier to participation in our workforce, management, and executive positions, and on the Board of Directors of VHM Limited. VHM will foster gender equality through succession planning, training and development opportunities and talent acquisition procedures;
- equitable employment and career development opportunities for Aboriginal and Torres Strait Islander people within the company. VHM will adopt and implement attraction, selection, training, and development programs which promote inclusion and retention of Aboriginal and Torres Strait Islander people. This will include working with communities local to our operations to canvass suitable employment and training opportunities;
- valuing and supporting the inclusion and involvement of people with a disability. VHM Limited is committed to making recruitment and employment practices more accessible for those people who identify as having a disability and implementing reasonable adjustments to the workplace to facilitate participation in the VHM workforce;
- providing a safe and supportive workplace for all lesbian, gay, bi-sexual, transgender, and intersex employees. We seek to foster positive, informed, and inclusive attitudes; we are accepting of who people are; and support staff in bringing their authentic selves to work; and
- valuing the varied perspectives, experiences, and contributions of people from culturally and linguistically diverse backgrounds. We are committed to ensuring our workplace attraction, selection, training, and development programs maximise the potential of employees and do not exclude the participation of members of any culturally diverse background.



## Key Procedures

VHM Limited aims to actively promote and support diversity and inclusion through:

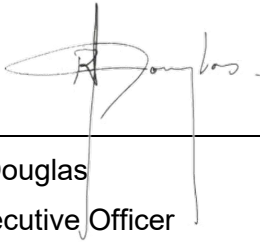
- consideration of how we can attract, retain, develop, and promote employees from the widest possible pool and range of talent for consideration;
- provision of workplace flexibility to support employees with meeting their responsibilities outside of the workplace;
- eliminating any bias, both conscious and unconscious, in recruitment and promotion decisions;
- fostering a culture that reflects our company values, uses non-discriminatory and inclusive language and practices that supports and respects the values and needs of all individuals;
- considering merit, ability and potential (not disability or other irrelevant characteristic) when we employ and promote people, aiming to create a physical and cultural environment which supports participation and reasonably accommodates special needs; and
- involving a variety of people in problem solving to ensure improved innovation, creativity, and critical thinking.

## Related Legislation

- Fair Work Act 2009.
- Australian Human Rights Commission Act 1986.
- Age Discrimination Act 2004.
- Disability Discrimination Act 1992.
- Racial Discrimination Act 1975.
- Sex Discrimination Act 1984.

## Linked Documents

- Home Based Work Procedure.
- Leave Procedure.
- Talent Acquisition Policy.
- Workplace Behaviour Procedure.
- Flexible Work Policy.
- Mental Health and Well-being Guideline.

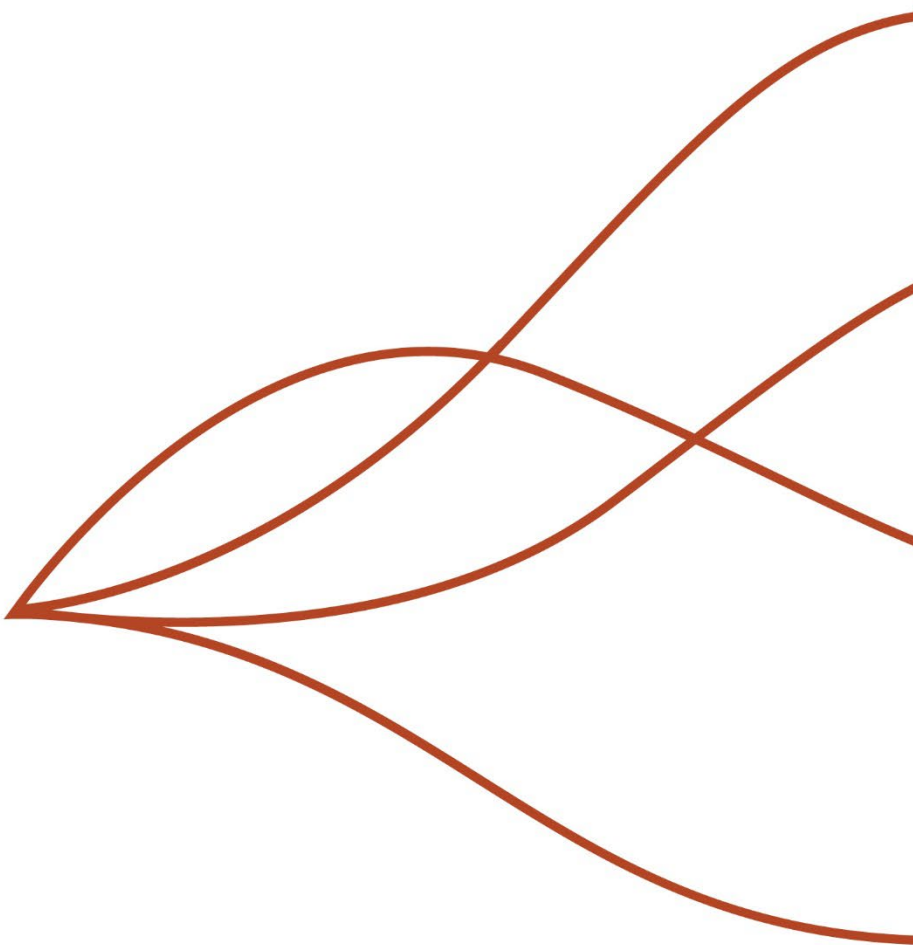


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Mr Ron Douglas

Chief Executive Officer

Approved by the Board (22 May 2024)



**VHM** Limited

VHM Limited  
ABN 58 601 004 102