

# Diversity & Inclusion Policy Statement

Policy Owner: EGM Human Resources

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Cleanaway Waste Management Ltd (Cleanaway) has a workforce made up of people with diverse values, backgrounds, skills, experiences and needs. Diversity & Inclusion at Cleanaway encompasses differences in gender, ethnicity, language, age, sexual orientation, religious beliefs, political beliefs, socio-economic status, physical and mental ability, experience and education.

Cleanaway values Diversity & Inclusion and recognises the benefits that it brings to our company, customers and other key stakeholders. Our Diversity and Inclusion Policy and the supporting processes are aimed at creating a culture where our employees understand that each individual is unique and that managing Diversity makes us more flexible, productive, creative and competitive.

Our commitment to Diversity & Inclusion extends to all areas of our business. This includes: recruitment, selection and appointment to roles, training and development, remuneration and reward, retention of employees, forms of leave and flexible working arrangements, succession planning and company policies and procedures.

Cleanaway's Board of Directors, in accordance with ASX requirements, is responsible for establishing measurable objectives for achieving Diversity & Inclusion and assessing the progress in achieving them. The achievement of these objectives will occur based on meritocracy, fairness, equality and in accordance with applicable legislation and will be supported through the following initiatives.

**Leadership Commitment** – The Executive Committee determines and takes the leading role in promoting Cleanaway's diversity objectives, reviewing progress against those objectives and reporting on progress to the Remuneration and Nomination Committee.

**Workforce Profile** – Cleanaway analyses its workforce profile to determine key representation metrics. Targets are agreed annually by the Executive Committee and endorsed by the Board of Directors. Progress towards these objectives will be achieved through policies and programs that promote an inclusive culture at every stage of the employee life cycle. Our achievements against these targets will be reported on in Cleanaway's Annual Report.

**Pay Equity** – Cleanaway has an annual performance and salary review process to identify gender pay equity gaps, and establish action plans to address any differences.

**Talent Management** – Cleanaway is committed to embedding Diversity & Inclusion initiatives into our broader talent management processes including training and development and succession planning. By doing this we will support the development of all talent and ensure that all employees have equal access to the appropriate development opportunities to progress to senior positions within the organisation.

**Engagement and Retention** – Cleanaway fosters an environment that seeks to attract, develop and retain its workforce through leveraging its workforce composition and embracing differences as opportunities to learn, innovate and grow through addressing and understanding unconscious biases.

**Diversity Awareness** – Cleanaway is committed to investing in diversity-related training programs. This includes specific training for managers as well as broader training and education for the general workforce.