



**QMS MEDIA PTY LTD**

**DIVERSITY POLICY**

## INTRODUCTION

QMS Media Pty Limited (**QMS Media**) is committed to an inclusive and diverse workplace and acknowledges the positive outcomes and benefits which can be achieved through embracing a diverse workplace including the ability to attract, retain and motivate directors, officers, and employees from the widest possible pool of available talent.

QMS Media values, recognises, and respects the unique contributions of diverse skills, talent, experiences, backgrounds, and perspectives and how this enhances its ability to grow as an organisation. In order to have a proper functioning and diverse workplace, discrimination, bullying, harassment, vilification, and victimisation cannot and will not be tolerated.

For the purpose of this policy diversity includes gender, age, ethnicity, Indigenous Australians, gender identity, intersex status, family status, breastfeeding requirements, cultural background, sexual orientation, disability, and neurodiversity.

This policy applies to all directors, employees and all people who work at QMS Media.

## OBJECTIVES

QMS Media aims to ensure that:

- a) its culture at all levels supports all aspects of diversity, while maintaining commitment to a high-performance culture
- b) recruitment, selection, and promotion practices are appropriately structured to attract and consider a diverse range of candidates and avoid any conscious or unconscious bias
- c) its programs and processes are designed to develop a more diverse pool of employees.
- d) its programs and processes support domestic responsibilities.
- e) equality is at the forefront of conscious behaviours and action is taken against discriminatory behaviours; and
- f) objectives are set on an annual basis to improve diversity and measure such improvement.

## RESPONSIBILITIES

The Head of People and Culture will monitor review and report annually, in writing, to the Chief Executive Officer against the policy objectives.

All directors, employees and all people who work at QMS Media are responsible for implementing the policy and seeking to achieve the objectives.

## DISCLOSURE

QMS Media will:

- a) publish this policy on its website; and
- b) publish progress in achieving its policy objectives on its website and in its annual report including the respective proportion of men and women on the board of directors, in senior management positions and the gender equality indication as described in the *Workplace Gender Equality Act 2012* (Cth).



## REVIEW OF POLICY

This policy will be reviewed as required having regard to the changing circumstances of QMS Media and to ensure continued compliance.

*Developed: 15th April 2015*

*Reviewed: 12th July 2023*