

Diversity and Inclusion Policy

Version: 2017.Version 3

April 2017

1. Document Control

1.1. Purpose

iSelect is committed to its goal of fostering an inclusive and equitable work environment for all of its people. This policy outlines iSelect’s strategy to achieve this goal and the means by which it will measure its success in this regard over time.

The iSelect board of directors (“the Board”) and management team believe that iSelect’s commitment to diversity is not only the right thing to do, but that it makes good business sense as well. By maintaining its commitment to diversity on the Board, within management and all other levels of the organisation, iSelect is safeguarding the future success of the company by:

- a) aligning its internal demographics to those of its customers and the community at large; and
- b) harnessing the talents and life experiences of a broader group of people

1.2. Policy Information

Policy Contact:	Head of Human Resources	Policy Owner:	Head of Human Resources
Approver:	Diversity Council		
Approval date:	April 2017	Review Period:	Annual

1.3. Scope

The iSelect Diversity and Inclusion Policy applies to all iSelect Board directors, company officers, executives, senior leaders, employees and contractors of iSelect.

1.4. Record keeping requirements

Documents relating to this Policy will be retained for five years after they have been superseded.

1.5. Document History

Version	Date Approved	Author	Description
v. 1	27 August 2014	Board	Creation
v. 1.1	24 August 2015	Company Secretary	Updated for standard template.
v.2	10 October 2016	Board	Update following periodic review
v.3	April 2017	Head of HR	Update following Council Charter review and update

1.6. Definitions

Term	Definition
iSelect	iSelect Limited and any related entities, including subsidiaries.
Council	Diversity Council
Diversity	Understanding that each individual employee is unique, and recognising and celebrating individual differences.

1.7. Related documents

Diversity Council Charter.

2. Policy

2.1. How we think about diversity

2.1.1. The key principles of diversity

iSelect is committed to its goal of 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 at iSelect encompasses all the characteristics that can differ between individuals. These characteristics include, but are not limited to gender, age, religion, race, ethnicity, language, sexual orientation, marital or relationship status, physical disability, mental or intellectual disability and political opinion.

2.1.2. Gender diversity

iSelect is committed to gender diversity within its business and works to ensure that an individual's gender is not a barrier to career attainment and progression at iSelect. The Board and all levels of management maintain a shared commitment to ensuring all iSelect employees are provided equal opportunity to reach their full potential, regardless of gender.

The Board will establish and ensure that at all times there are measurable objectives for achieving gender diversity and will assess annually both the objectives and progress in achieving them.

2.1.3. Board Diversity

iSelect is committed to maintaining diversity on the Board by maintaining an appointment and succession process that aims to increase representation of women on the Board, subject to identification of candidates with appropriate skills. The nominations committee is responsible for advising the Board on Board appointments, including diversity considerations such as gender and cultural background, in addition to the skills, experience and expertise of potential Board candidates.

2.2. Our diversity strategy

2.2.1. What we are doing

iSelect is committed to the development and maintenance of fair and equitable business practices that assist it achieve its overarching diversity objectives. These practices include:

- a) recruiting and retaining a diverse and skilled workforce
- b) providing counselling and support services based on individual need
- c) providing an employee assistance program (EAP)
- d) providing carer's leave
- e) providing paid parental leave
- f) providing flexible work arrangements
- g) enabling an internal diversity council

These practices are intended to acknowledge the individual needs of our people and ensure, regardless of characteristic, that they are respected in a compassionate and sustainable manner.

2.2.2. iSelect Diversity Council

iSelect has established the iSelect Diversity Council which is responsible for implementing practices intended to acknowledge the individual needs of iSelect's people and ensure, regardless of characteristic, that they are respected in a compassionate and sustainable manner.

2.2.3. Our diversity objectives

The diversity objectives of iSelect are approved by the Board, with assistance from the iSelect Diversity Council, on an annual basis. The objectives for each year and the progress toward achieving each objective is required to be set out in the Annual Report for that year.

2.3. Ongoing diversity

2.3.1. Reviews of our diversity policy

The Council commits to reviewing this policy at least annually. During such reviews, this policy may be amended by resolution of the Board.

2.3.2. Reporting diversity progress

A copy of this policy will be made available to all directors and employees of iSelect. Included on the iSelect intranet will be an update of the Company's progress in achieving its diversity objectives.

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