

# Diversity Policy

Version: 2016.Version 2

October 2016

# 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

<b>Policy Contact:</b>	Company Secretary	<b>Policy Owner:</b>	Board
<b>Approval date:</b>	10 October 2016	<b>Effective Date:</b>	10 October 2016
<b>Review period:</b>	Annual	<b>Next review date:</b>	10 October 2017

## 1.3. Scope

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Documents relating to this Policy will be retained for five years after they have been superseded.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

## 1.6. Definitions

Term	Definition

## 1.7. Related documents

Not applicable.

## **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, intellectual or psychiatric 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 objective. 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) establishing 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 Board 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, and will also be placed on the Company's website. Included on the iSelect website will be an annual update of the Company's progress in achieving its diversity objectives.

**END OF DOCUMENT**