	<h2>Diversity Policy</h2>	Doc. No.: 1.6.147
		Version: 3
Items(s) Revised: Update to the title of the People & Remuneration Committee		Date: 25.09.20
Superseded:		Page 1 of 2
Developed by: Company Secretary		Issued To: All Staff
Authorised by: Board of Directors		

1. OVERVIEW

The Board of Directors of Regis Healthcare Limited (the Company) is responsible for the overall management of the Company, including guidance as to strategic direction, ensuring best practice corporate governance and oversight of management. The Company recognises that people are its most important asset and is committed to the maintenance and promotion of workplace diversity.

Diversity drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

The Board has formally approved this Diversity Policy (Policy) in order to actively facilitate a more diverse and representative management and leadership structure.

2. SCOPE

The Company's vision for diversity incorporates a number of different factors, including gender, ethnicity, religious or cultural background, disability, age, sexual orientation, and educational experience. This Policy has three key objectives:

- maintaining balanced representation of men and women in management positions and on the Board;
- active facilitation of a more diverse and representative management and leadership structure; and
- achieving a diverse and inclusive workplace through inclusive recruitment and employment strategies.

The strategies outlined below aim to achieve the objectives of this Policy by:

- setting measurable objectives relating to diversity at all management and leadership levels;
- broadening the field of potential candidates for management and board appointments;
- increasing the transparency of the board appointment process; and
- embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation.

3. PROMOTING DIVERSITY


In order to facilitate greater diversity in management and leadership roles, the Company will:

- introduce and supplement the measures outlined in this Policy;
- implement policies which address impediments to diversity in the workplace (including parental leave and flexible working arrangements), and review these policies to ensure that they are available to and utilised by both men and women; and
- monitor the effectiveness of, and continue to develop initiatives designed to identify, attract, support and develop talented employees from a range of backgrounds.

4. MEASURABLE OBJECTIVES

Each year the Board will set measurable objectives with a view to progressing towards increased diversity at all levels of the company including at Board and management level.

Performance against these objectives will be reviewed annually by the People and Remuneration Committee, as part of its annual review of the effectiveness of this Policy.

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5. DIVERSITY OVERVIEW

On an annual basis, the People and Remuneration Committee will review the diversity of the Company's employees as a whole, in management positions and on the Board. The People and Remuneration Committee will submit a report to the Board outlining its findings.

6. RECRUITMENT, SELECTION AND SUCCESSION PLANNING OF NON-EXECUTIVE DIRECTORS

6.1 Board appointment process

The Board holds the nomination function and as such is responsible for identifying qualified individuals for appointment to the Board. In identifying candidates, the Board will have regard to the selection criteria set out in the Board appointment process, which will include:

- skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors;
- diversity; and
- the extent to which the candidate would fill a present need on the Board.

7. REVIEW OF POLICY

The People and Remuneration Committee is responsible for the review and oversight of this Policy. In executing this role, the People and Remuneration Committee will, with the appropriate support and input from management:

- review on a biennial basis:
 1. the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
 2. the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation; and
- report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.

8. ASSOCIATED DOCUMENTATION

Recruitment and offboarding Policy

Recruitment procedure

Recruitment procedure for internal applicants

Diversity Objectives and Priorities

Equal Employment Opportunity (EEO)