



Diversity Policy

Version: 5

Date: 05/07/2022

Next review due by: 5/07/2023

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Developed by: General Manager, Workforce Capability & Experience

Authorised by: Board of Directors

Issued To: All Staff

PURPOSE

Regis recognises that people are its most important asset and is committed to the maintenance and promotion of workplace diversity.

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

STAFF THIS POLICY APPLIES TO

This policy applies to all Workplace Participants employed or engaged by Regis.

This policy does not form part of any Workplace Participant's:

- a) contract of employment
- b) contract of engagement; or
- c) arrangement with Regis (such as a volunteering arrangement or student placement).

Any breach of this policy may result in disciplinary action being taken, including termination of employment/engagement.

POLICY

1. Overview

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

2. Our diversity vision

Regis' vision for diversity is to create a workplace that:

- a. welcomes and embraces the varied perspectives that our workforce provides in the delivery of care to our residents and clients; and
- b. enables the active participation of our workforce through respecting our differing attributes which can include, for example, gender, ethnicity, religious or cultural background, disability, age, sexual orientation, and educational experience.

3. Our diversity objectives

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



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- embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation.

4. Promoting diversity

In order to facilitate greater diversity in management and leadership roles, Regis 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.

5. Measurable objectives

Each year the Board will set measurable objectives with a view to progressing towards increased diversity at all levels of Regis 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.

6. Diversity overview

On an annual basis, the People and Remuneration Committee will review the diversity of Regis' 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.

7. Recruitment, selection and succession planning of Non-Executive Directors

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.

8. 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 an annual basis:
 - the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
 - 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.



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DEFINITIONS

Term	Definition
Board	The Board of Directors of Regis Healthcare Limited
People and Remuneration Committee	A sub-Committee of the Board responsible for reviewing and making recommendations to the Board in relation to People and Remuneration.
Workplace Participants	Employees, management, agents, contractors, students and interns working at Regis and volunteers

KEY LEGISLATION, ACTS AND REFERENCES

Federal legislation	State legislation
<ul style="list-style-type: none"> Fair Work Act 2009 Sex Discrimination Act 1984 Racial Discrimination Act 1975 Age Discrimination Act 2004 Disability Discrimination Act 1992 Workplace Gender Equality Act 2012 	<ul style="list-style-type: none"> New South Wales Anti-Discrimination Act 1977 Queensland Anti-Discrimination Act 1991 South Australia Equal Opportunity Act 1984 Tasmania Anti-Discrimination Act 1998 Victoria Equal Opportunity Act 2010 Western Australia Equal Opportunity Act 1984 Northern Territory Anti-Discrimination Act 1992

LINK TO QUALITY STANDARDS and REQUIREMENTS

Standard 1	Consumer dignity and choice	1(3)(a), 1(3)(b), 1(3)(c)
Standard 7	Human resources	7(3)(b), 7(3)(c), 7(3)(d), 7(3)(e)
Standard 8	Organisational governance	8(3)(b), 8(3)(c)

LINK TO RELATED POLICIES AND PROCESSES

- Workplace Bullying, Harassment and Sexual Harassment Policy
- Grievance Policy
- Whistleblower Protection Policy
- Equal Employment Opportunity Policy
- Regis Code of Conduct
- Recruitment procedures
- Diversity objectives as published in the Regis Annual Report

KEYWORDS

Diversity, EEO, Equal Employment Opportunity



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VERSION HISTORY / AUTHOR / CONTRIBUTORS

Version	Date Created	Sections Changed	Created/ Amended by
5	07/2022	Review date changed to annual, post PRC feedback	EGM P&C and Company Secretary
4	06/2022	Formatting and incidental wording changes	General Manager, Workforce Capability and Experience
3	09/2020	Update to the title of the People & Remuneration Committee	Company Secretary