



# DIVERSITY, EQUITY AND INCLUSION POLICY

Kinetic IT is committed to enabling an organisational culture and workplace environment that fosters diversity, equity and inclusion across all levels of our business. We aim to provide a workplace where every individual has equitable opportunities to contribute, to feel safe, to be heard and to be valued for their contribution. We strive to support a diverse, inclusive and equitable workforce that enables better representation and outcomes for our crew, company, customers and the community in which we live and work.

We endeavour to provide equitable opportunities and corresponding reward, through a tailored approach to engagement, that recognises the needs of the individual as part of a genuinely fair and balanced workforce. We work to remove barriers to allow full and equal participation in the workplace. We expect all crew to actively support a work environment in which everyone feels safe, respected and treated with dignity, and able to bring their authentic selves to work.

This policy applies to all Kinetic IT crew. It includes practices and behaviours in connection with work, including work activities, work-related events and conferences, and in communications where interacting with colleagues. It encompasses interactions outside of work or via social media, which may be connected to, or impact on, the workplace.

The Company, its Managers and Leaders will support all crew to achieve the aims of this policy through:

- Considering diversity, equity and inclusion across all areas of employment, including recruitment and selection, remuneration, flexible working, succession planning, training and development, opportunity and promotion.
- Modelling appropriate behaviour and actively championing practices which increase diversity, equity and inclusivity.
- Respectfully challenging ourselves and each other on behaviour or practices that are not in support of advancing diversity, equity and inclusion; striving to set the bar higher.
- Actively seeking improvements to our ways of working to promote equitable opportunities for everyone to succeed.
- Facilitating and encouraging conversation to talk openly, respectfully and honestly about diversity, equity and inclusion.
- Providing education, communication and awareness activities for all managers, leaders and crew.
- Implementing strategies which position diversity, equity and inclusion as a cultural cornerstone of our company.
- Establishing metrics relating to diversity, equity and inclusion, and assessing our performance to continually improve our staff's experience at work in relation to this.

All Kinetic IT crew are required to treat others with dignity, courtesy and respect. We expect all crew members of Kinetic IT to take a proactive approach to promoting diversity, equity and inclusion through:

- Working actively, across their day-to-day activities, to create an environment that is welcoming, inclusive and embraces diversity.
- Adhering to our Universal Behaviours in all interactions.
- Behaving in a manner that is likely to make other people feel respected and included.

INTERNAL

- Speaking up about work practices or behaviours that have the potential to create inequity or devalue another crew member.
- Actively participating in all education, communication and awareness activities and applying the information provided with positive intent.



Michael North

Chief Executive Officer

Rhoda Phillippo

Chairperson