



Diversity and Inclusion Policy

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OVERVIEW

1. APPLICATION

This policy applies to Bendigo and Adelaide Bank Limited and its wholly owned subsidiaries (the Group). It applies to all employees.

2. PHILOSOPHY

2.1 What is diversity and inclusion

Diversity is the variety of people and ideas within our organisation

Every one of us is different at Bendigo and Adelaide Bank and we value and respect individual differences. We think broadly about differences: they include background, age, caring responsibilities, working and thinking styles, ethnicity, education, cultural background, disability, sexual orientation, gender identity and religion.

Inclusion is about ensuring all our people feel they belong

It's about creating an environment where all our people feel, and are, valued. Where they can bring their differences to work each day and leverage these in order to achieve the best results for our business.

2.2 Diversity and Inclusion at Bendigo and Adelaide Bank

We believe a diverse workforce supported by an inclusive culture is central to our success.

It enables diversity of thinking and an innovative climate that brings out the best ideas, helps us challenge the status quo and identify new and better ways of doing things.

Our focus on diversity and inclusion is integral to how we serve our customers, grow our people and contribute to our communities. Our approach and commitment to diversity and inclusion is underpinned by our values of teamwork, integrity, performance, engagement, leadership and passion.

Our people

It is fundamental to our vision, to grow a community where our staff want to work, are valued and where they belong. As an employer, we want the best for and from our people, we aim to ensure all our people are valued and supported for the differences they bring, so they can do their best work.

Our customers and communities

Our vision is to be Australia's bank of choice. We engage with customers and communities, by taking time to connect, listen and understand and build sustainable relationships. Having a diverse team to be able to better understand and meet the needs of our diverse customer base and the communities in which we operate is vital.

Our organisation

We recognise that to achieve our vision we must be a leader in diversity and inclusion. Our ability to deliver our unique style of banking is dependent on creating a culture that harnesses the benefits of diversity and inclusiveness.

3. PRINCIPLES

In valuing and managing diversity and inclusion, Bendigo and Adelaide Bank applies the following principles:

- Inclusion
- Accessibility
- Fairness
- Consistency
- Trust

The way we bring these principles to life is to:

- Embrace and create a diverse and inclusive organisation where our people are valued and supported for the differences, they bring
- Ensure our employees reflect our customers, partners, suppliers and the communities we serve
- Create a work environment which is free from discrimination, harassment and bullying
- Ensure that all employees have equal access to opportunities available at work and are equitably rewarded and recognised for their contributions
- Facilitate equal employment opportunity founded on ability, performance and potential

4. STRATEGY AND OBJECTIVES

Belonging at BEN is our strategy that develops a culture that embraces diversity and inclusiveness, with activity at all levels of the organisation. We develop and review measurable objectives for achieving diversity and measure our performance against the strategy.

In addition, as a relevant employer, Bendigo and Adelaide Bank reports to the Workplace Gender Equality Agency (WGEA) and meets WGEA's most recent gender equality indicators. These public reports are completed annually and made available to all employees and shareholders of Bendigo and Adelaide Bank.

GOVERNANCE

5. RESPONSIBILITIES

Role	Responsibilities
5.1 Board	<ul style="list-style-type: none"> • Approve the Diversity and Inclusion Policy, the Strategy and Framework and the measurable objectives. • In relation to board diversity, set the policy, strategy and measurable objectives. • Annually assess our performance against the measurable objectives under this policy for employees and under the policy for directors. • Ensure the annual report contains appropriate information about diversity and inclusion.
5.2 Governance and HR Committee	<ul style="list-style-type: none"> • Make recommendations to the Board on the above. • Keep the framework and policy under review and make amendments to it as needed. Report to the Board annually on any amendments.
5.3 Executive	<ul style="list-style-type: none"> • Approve policy, strategy and framework, objectives and initiatives to deliver on the Group's Belonging at BEN Strategy before consideration by the Governance and HR Committee • Monitor the performance of the Diversity and Inclusion measurable objectives. • Lead diversity and inclusion in the workplace. • Foster diversity of thought. • Role model inclusive leadership.
5.4 People and Culture	<ul style="list-style-type: none"> • Promote diversity and inclusion in the workplace and ensure inclusive practices through the employee life cycle • Make recommendations to the Executive Committee on the framework, strategy, policy and measurable objectives • Provide guidance to the organisation in the implementation of practices and policies to achieve the measurable objectives. • Monitor progress on the measurable objectives and provide annual reports to the Executive Committee and Governance and HR Committee.
5.5 Leadership roles	<ul style="list-style-type: none"> • Lead diversity and inclusion in the workplace. • Foster diversity of thought. • Role model inclusive leadership. • Implement organisational policy, strategy and objectives through their divisional people and culture plan.
5.6 Employees	<ul style="list-style-type: none"> • Embrace and advocate diversity. • Demonstrate inclusion in their behaviour.

REVIEW

This policy was adopted by the Board of Bendigo and Adelaide Bank Limited on 31 May 2011.

This policy is reviewed every 3 years. All updates are subject to the approval of the Board of Bendigo and Adelaide Bank.

RELATED DOCUMENTS

You can read more about our progress towards achieving the Bank's Diversity and Inclusion objectives in the [Corporate Governance Statement](#)

In addition to the Workplace Diversity policy, our corporate values and, Code of Conduct and Equal Opportunity Policy also guide our behaviour in regard to inclusiveness in the workplace.

DOCUMENT CONTROL TABLE

Version No.	Approved by:	Date approved:	Date applicable:	Next review date:	Document owner:
1.1	Board	31/05/2011	31/05/2011	30/06/2015	People and Performance
1.2	Board	22/09/2015	22/09/2015	30/06/2018	People and Performance
1.3	Board Governance and HR Committee	15/07/2019	15/07/2019	30/06/2022	People and Culture