

Policy Summary

ORG-DIV-POL-001

At Origin one of our five basic Principles is that we encourage diversity and the expression of ideas and opinions.

We also make a commitment to our people to foster equality of opportunity as part of creating a rewarding workplace.

We recognise that a more diverse organisation will better reflect our customer base and the wide range of communities in which we operate.

We aim to make business decisions as free as possible from bias because unbiased decisions are more likely to be in the long term interests of the Company.

To this end, **and to be clear on the importance we place on diversity** Origin:

- has established a Diversity Council made up of the Executive Management Team and chaired by the Managing Director, which sets policy in the area of diversity, oversees the Company's activities and monitors progress;
- has established public gender targets in the areas of equal pay; appointment of women to senior roles; and turnover of women in senior roles; and reports annually against those targets;
- implements policies and procedures to prevent and eliminate unlawful discrimination and harassment;
- maintains workplace flexibility policies suitable to a leading Australian company;
- maintains a Working Parents Program designed to keep in contact and provide support for Origin employees taking parental leave; and
- promotes a culture, through communication and visible leadership, where managers and employees proactively apply the Company's diversity policies and programs.