

Diversity, Equity & Inclusion Commitment Statement



1. AT A GLANCE

Aveo supports and strives to maintain an organisational culture that values and celebrates diversity and is inclusive and culturally safe; providing a welcoming environment where employees and residents of our retirement communities can be their authentic self.

Aveo recognises that diversity, equity, and inclusion within the workplace is inherently linked to its continued success. Aveo is comprised of employees with diverse backgrounds, experiences, views, and skills, and as a result, the organisation is committed to promoting a culture which embraces diversity and the value it brings.

Aveo endeavours to provide an environment in which all employees are treated with equal opportunity, fairness, and respect regardless of their differences.

2. PURPOSE AND SCOPE

This Commitment Statement guides key Aveo stakeholders in understanding our diversity, equity and inclusion objectives, and the responsibilities conferred on management and the broader workforce in pursuit of these goals.

For the purpose of our commitments, diversity includes diversity of gender, age, family status, nationality, ethnicity, religion, sexuality (LGBTQIA+ status), impairment or disability, and all other unique differences.

This Statement applies to all employees within Aveo and its related entities.

3. WHAT IS DIVERSITY & INCLUSION

In the Aveo context, diversity, equity and inclusion encompasses the understanding that each individuals' lived experience is unique and that a person may identify by using one or more attributes. In this sense:

- **Diversity** refers to who is represented in our workforce. This may include gender diversity, age diversity, ethnic diversity and/or physical ability and neurodiversity.
- **Equity** refers to fair treatment for all people, so that the norms, practices, and policies in

place ensure identity is not predictive of opportunities or workplace outcomes.

- **Inclusion** refers to how our workforce experiences the workplace and the degree to which Aveo embraces all employees and enables them to make meaningful contributions.

4. FUNDAMENTAL PRINCIPLES

Aveo and its employees aim to uphold the diversity, equity and inclusion principles of *Right, Opportunity, Recognition* and *Inclusion* within their daily work, learning, engagement and management practices:

- **Right** – every employee has a right to be treated with respect and dignity, and to be able to participate in Aveo work life on an equal footing.
- **Opportunity** – aims to provide equitable opportunity for individuals to access and advance in employment and training, irrespective of their personal attributes.
- **Recognition** – Employees are recognised and valued for their diversity. The significance of Aboriginal and Torres Strait Islanders as the Nation's First Peoples is particularly acknowledged.
- **Inclusion** – aim to attract and retain employees from a broad range of backgrounds, which reflect the local, national and global community.

5. KEY COMMITMENTS

Aveo seeks to continually improve and promote diversity, equity and inclusion in its everyday activities and decision making.

We do this through ongoing awareness initiatives, a clear organisational commitment, development of capability, embedding of policy and practice, and engagement with stakeholders.

5.1 Visible Commitment

- Aveo will report on diversity, equity and inclusion initiatives, outcomes and data as part of annual reporting. This may include



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sustainability reporting, or else as a “relevant employer” under the Workplace Gender Equality Act 2012.

- Aveo will implement “Our Charter” across every retirement village by CY24. Our Charter is joint initiative between Aveo and residents, outlining acceptable standards of conduct, commitments of service, and the embedding of diversity, equity and inclusion principles into everyday practice.

5.2 Awareness and Capability

- Aveo will continue to include diversity, equity and inclusion in it’s Code of Conduct and associated training.
- Aveo will establishment a Pride Network in CY23, and raise awareness of LGBTQIA+ causes and inclusion.
- Aveo will provide training and education to employees on cultural awareness and reconciliation by CY25.

5.3 Policy, Process and Practice

- Aveo will seek to recruit from a diverse pool of qualified candidates at all levels. By doing so, it enables Aveo to attract people with the best skills and attributes, and represent the community we operate in. Appointment is to be non-discriminatory, merit based, and takes into account a number of factors such as achievements, experience, qualifications and the value an individual could bring to a role.
- Management is committed to providing an environment free from discrimination, harassment, intimidation, victimisation, vilification, bullying, abusive conduct and any other inappropriate workplace behaviour. This is defined in policy and enforced through performance management processes.
- Aveo is committed to a safe and healthy workplace and has implemented a safety management system that reflects the organisation’s safety ethos of *Think Safe. Work Safe. Be Safe.*
- Aveo is committed to the continued operation and accessibility of ‘speak up’ whistleblowing

mechanisms, to allow stakeholders to report inappropriate behaviour, unlawful conduct or activities in violation of company commitments and standards.

- Remuneration reviews are based on merit and performance, but also reviewed in light of gender equity and pay disparity. Where inequality exists, Aveo is committed to closing this gap.
- Aveo will look to develop an accessibility action plan by CY26.
- Aveo has established diversity and inclusion policies relevant to home care consumers, under the Aged Care Quality Standards, and will continue to promote social inclusion and meaningful relationships in its communities.
- Aveo will maintain a flexible working environment, where employees are supported in meeting responsibilities external to the workplace.
- Aveo will maintain Parental Leave policies and support those employees returning to work after a period of family absence.

5.4 Inclusive Partnerships and Village Environments

- Aveo is committed to promoting mental health and wellbeing, reducing the stigma associated with mental health issues, and will partner with Mental Health First Aid Australia to advance its accreditation as an Advanced Mental Health First Aid Workplace.
- Aveo will deliver and maintain a Reconciliation Action Plan, and engage with indigenous businesses.
- Aveo will maintain an Employee Assistance Program (EAP) that includes avenues for seeking support for employees and their direct family members. Aveo is also committed to extending EAP support mechanisms to residents in times of crises or following an adverse event.

Tony Randello
Chief Executive Officer

