



CBS Policy:

Diversity

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Department: ALL

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Policy:

1. Overview

Workplace diversity involves recognising the value of individual differences and managing them in the workplace. Diversity in this context covers gender, age, physical abilities, ethnicity, cultural background, sexual orientation and religious belief.

Workplace flexibility involves developing people management strategies that accommodate differences in the background, perspectives and family responsibilities of employees.

CBS recognises that its success is a reflection of the quality and skill of its people, and in order to achieve its goals, it must be a leader in relation to workplace diversity and flexibility.

CBS:

- is committed to seeking out and retaining the finest human talent to ensure maximum business growth and performance (i.e. we employ the best people to do the best job possible);
- believes in treating all people with respect and dignity; and
- strives to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences.

This Policy sets out CBS's objectives for achieving workplace diversity and flexibility and how it will achieve those objectives.

2. Objectives

The objectives of this Policy are to ensure that CBS:

- is a truly inclusive and accessible organisation through the development of a culture that embraces diversity and allows every individual to shine regardless of ethnicity, gender, cultural identity, age, physical ability, work style or approach;
- leverages the value of diversity for all our stakeholders to deliver the best customer service and a stronger corporate reputation; and
- continues to take a leadership position on diversity practices.

3. Implementation

To achieve these objectives CBS:

- will consider gender diversity as core principal of recruitment practice and annually review our progress in this area
- will assess pay equity on an annual basis;

- will ensure that all employees are promoted on the basis of their performance;
- train all managers and supervisory staff in managing diversity to ensure that employees are treated fairly and evaluated objectively;
- will encourage and support the application of the Policy into practice across the business;
- will provide opportunities for working arrangements that accommodate the needs of the company while balancing the diverse needs of its people at different stages in both career and life;
- will commit to assisting Indigenous Australians to access employment across our business; and
- will aim to provide employment opportunities for people with disabilities where possible.

CBS general management will oversee the implementation of this Policy by:

- reviewing the diversity and flexibility strategy from time to time;
- considering best practice and contemporary topics in diversity and flexibility;
- discussing and addressing any emerging diversity-related organisational issues;
- communicating this Policy and the progress of its implementation, both internally and externally (as appropriate);
- supporting diversity and flexibility initiatives within CBS; and
- alerting staff to issues that would enhance the implementation of the Policy.

4. Review

CBS will review this Policy annually.