

DIVERSITY POLICY

Policy number	RPHA 010	Approved by Board on	27 April 2017
Drafted by	M. Alborough	Scheduled review date	Per Policy Framework
Responsible person	Chair and EO		

RPH Australia is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our Board members, employees and Volunteers invest in their work represents a significant part of not only our culture, but our reputation and organisation's achievement as well.

We embrace and encourage all differences in age, culture, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our Board members, employees and Volunteers unique.

RPH Australia diversity initiatives are applicable—but not limited—to our practices and policies, current and future, on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; content and programs; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all parties involved with RPHA.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

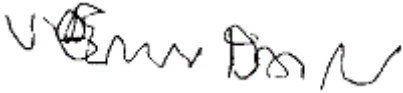
All Board members, employees and Volunteers of RPH Australia have a responsibility to treat others with dignity and respect at all times. All Board members, employees and volunteers are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company sponsored and participative events.

All Board members, employees or volunteers are duty bound to adhere to the RPH Australia Diversity policy, and at all times demonstrate our culture of diversity and inclusion.

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Authorisation



Vaughn Bennison
Chair of the Board of Management
RPH Australia

Date of approval by the Board of RPH Australia 27th April 2017

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Acceptance

I (name).....of (address)

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confirm that I have read and understand the Diversity policy and I agree to operate within these principles.

Name:

Signature:

Date: