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Insitutek Pty Ltd
ABN 68 622 160 687

Diversity Policy

Insitutek is committed to promoting values of diversity across our company including people of all ages, colours, race, ethnic, sexual orientation, marital and parental status, physical impairment, disability and religious beliefs.

This Policy applies to all investors, staff, contractors, agents, official visitors, and other individuals performing services/work for and on behalf of our organisation. The Policy also applies to staff behaviour towards external people.

Policy details

Our diversity commitments as a company:

1. We value diversity and are committed to providing a safe, supportive and respectful environment to accommodate for a diverse range of individuals and views in our company.
2. We promote and encourage a diverse and inclusive workforce, by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and other perspectives.
3. We will not tolerate inappropriate behaviour relating to discrimination, harassment, bullying, victimisation, and violence towards staff, contractors or visitors based on their differences.
4. We ensure that there is no intended or unintended discrimination towards or against employees of diversity dimensions in relation to the remuneration that they receive for their work
5. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work providing value to the company
6. We seek to ensure business practices and processes do not prevent equal opportunity within the organisation.
7. We are committed to employing the best people to do the best job possible regardless of disability, sex, sexual orientation, gender identity and intersex status, age, race, ethnicity, religion, culture, physical impairment, relationship and parental status or any other attribute.
8. We follow a fair hiring process in which all candidates are considered on the basis of their skills, qualifications and abilities.

Contact
If you have any questions regarding this document, please contact Belle via email at isabella.panganiban@insitutek.com. We would love to hear your feedback on our policies with any suggestions on clarity or additional information.

Review
This policy was last updated and reviewed on 15 November 2021
This policy was adopted by Insitutek Pty Ltd in August 2020