

# **RADIUS RESIDENTIAL CARE LIMITED**

## **Diversity and Inclusion Policy**

### **1. Policy Statement**

At Radius Residential Care Limited (“**Radius Care**”) we are committed to creating a diverse and inclusive working environment at all levels, including senior management and the board of directors.

We believe that a diverse workforce builds competitive advantage, enhances business thinking, and helps us to connect innovatively with our diverse resident and stakeholder base we are accountable to.

We believe that an ability to attract and retain a diverse and inclusive workforce broadens the recruitment pool of high calibre candidates, enables innovation, improves business performance, and underpins our reputation as a fair and socially responsible employer. A more inclusive workplace enables greater diversity of thought and better decision making which leads to better outcomes.

This commitment to diversity, inclusiveness, employment equity and a balanced blend of work and personal life is reflected in our values, and our policies.

### **2. What is Diversity at Radius Care?**

Diversity at Radius Care refers to characteristics of individuals and includes factors such as gender, marital status, religious belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status, family status or sexual orientation. It encompasses the ways our people differ in terms of their education, life experience, job function, work experience, personality, location and career responsibilities. It also refers to diverse ways of thinking and working.

Diversity at Radius Care is about the commitment to equal employment opportunities and treating all individuals fairly and with respect at all levels of the organisation.

### **3. Achieving our Commitments**

This policy is implemented by way of promoting the following principles:

- Enhancing processes to support measurable diversity objectives and initiatives developed by Radius Care to deliver outcomes consistent with this policy.
- Promoting a working environment free from discrimination, harassment and victimisation (see also Radius Care’s Whistleblower Policy);
- Emphasising the accountability of Radius Care’s leaders to cultivate a culture of inclusion in which the strengths of every individual are recognised and valued;
- Striving to ensure that all employees and contractors receive equal and fair treatment in all aspects of the company’s employment policies and practices;

- Promoting our EPEC “Exceptional people. Exceptional Care culture, which is built on our values of commitment, courage and compassion that empower and reward employees to act in accordance with this policy; and

#### 4. **Process and Measurable Objectives**

The Radius Care Board is developing internal systems and processes to enable setting and regular monitoring of measurable policy objectives with the aim of ensuring the appropriate disclosures are made in the annual report.

#### 5. **Responsibility**

The Board as a whole is responsible for overseeing and implementing this policy. The Board may delegate any aspects of the implementation of this policy to its committees, or to Radius Care’s management as it considers appropriate.

#### 6. **Review**

The Diversity Policy was approved by the Board on 29 July 2021 and will be reviewed by the Board annually.