

DISCRIMINATION, HARASSMENT AND BULLYING POLICY



State Health Services Pty Ltd is deeply committed to fostering an environment of diversity and inclusion, recognising that a diverse workforce is not only a moral imperative but also a strategic advantage in today's globalised world. Our team is a microcosm of the rich diversity of our clients, including meaningful representation from First Nations communities. This diversity spans across cultural backgrounds, gender, age, and various other dimensions, and we believe that this multiplicity enriches our organisation, driving innovation and providing a competitive edge.

To operationalise this commitment, we have embedded diversity and inclusion into the core values and practices of our organisation. Our behavioural values explicitly emphasise the importance of leveraging diversity for the benefit of both our business and our customers. We do not merely pay lip service to these values but actively promote measure and monitor the diversity within our workforce and recruitment practices. This data-driven approach allows us to track progress and identify areas for improvement, ensuring that our commitment to diversity is more than just rhetoric.

We are also proactive in ensuring that our employees are well-versed in understanding and recognising discrimination in all its forms, whether overt or subtle. Our "Culture of Accountability" program is central to this effort, educating employees on the importance of collaborative work while embracing and respecting diversity. This program not only fosters an inclusive environment but also drives group performance, aligning individual efforts with our collective goals.

Our recruitment practices are designed to be inclusive and equitable, robustly supporting applications from candidates of all backgrounds. We believe that diversity should be reflected at all levels of the organisation, and we are committed to ensuring that our hiring practices support this goal.

Our commitment to diversity and inclusion extends across all facets of our operations, from recruitment and selection to training, development, and beyond. We are particularly focused on retention, offering flexible working arrangements and robust succession planning to ensure that all employees have equal opportunities to thrive. Our Vision, Mission, and Values are closely aligned with our commitment to diversity and equal opportunity.

State Health Services Pty Ltd is also committed to ensuring pay equity across all roles and levels within the organisation. We have established practices to ensure that all employees, regardless of gender, age, ethnicity, or background, are compensated

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fairly for their work. Our pay structures are regularly reviewed and adjusted to maintain fairness and compliance with government and Fair Work guidelines.

Additionally, we are firmly opposed to modern slavery in all its forms. Our business practices and relationships are conducted with the highest ethical standards, and we invest in training programs to ensure that our workforce understands and upholds these principles. By adhering to these commitments, State Health Services Pty Ltd is able to cultivate a workplace that is not only diverse and inclusive but also free from discrimination, harassment, and bullying, fostering an environment where all employees can contribute their best.

