

Orro Diversity, Equity, and Inclusion Policy

Orro is dedicated to offering a workplace where everyone can thrive, and we recognise that good intentions are not good enough. This Diversity, Equity, and Inclusion policy is our clear commitment to creating a diverse, equitable, and inclusive workplace that supports and enables all our employees to reach their full potential — no matter what.

This policy applies to all employees in Australia and overseas, as well as contractors and consultants engaged with Orro.

Our commitment

Our commitment to diversity, equity, and inclusion is at the heart of what we do at Orro, and we seek to create a workforce of diverse backgrounds, perspectives, and experiences. Harnessing these differences and creating an inclusive workplace is not only the right thing to do, it has been proven to increase creativity, productivity, and ultimately allows us to better serve our customers and communities.

We recognise and respect qualities that are unique to each member of our team including ethnicity and cultural background, gender, age, sexual orientation, religion, physical ability, and neurodiversity. Every member of Orro is responsible for fostering diversity, equity, and inclusion, and must treat all employees with mutual respect. Orro will not tolerate discrimination, harassment, workplace bullying, or victimisation of any kind.

Areas of focus

We will achieve a diverse, equitable, and inclusive workplace by eliminating stigmas and limitations, and creating a culture of inclusion through education, awareness, and understanding.

Orro has the following goals:

- **Pay equity:** To ensure that employees doing work of equal value receive equal pay.
- **Accessibility:** To create a culture that is respectful, inclusive, and accessible to people of all physical abilities and neurodiversity.
- **Age:** To create a culture that attracts, nurtures, and retains employees of all generations.
- **Gender balance:** To increase representation across the company, with a particular focus on graduates and senior leadership roles.
- **Gender identity and sexual orientation:** To create a culture that fosters workplace inclusion for all those who identify as LGBTQI+.
- **Multiculturalism:** To increase the number of individuals from different cultural backgrounds, including underrepresented ethnicities, cultures, and backgrounds across the company.
- **Culturally Inclusive:** To support the recruitment, retention, development, and career progression of Aboriginal and Torres Strait Islanders.
- **Community involvement:** To engage with our local communities and seek change through advocacy and thought leadership. Orro will continue to advocate for change and work with government, business, and community to advance diversity and inclusion in the broader society.

The principles we apply

To achieve a diverse, equitable, and inclusive workplace, we apply the following principles:

- **Employee Empowered - We create inclusive environments based on respect**
We welcome all ideas, perspectives, and styles — even if it challenges the ‘way we have always done it’. All team members are actively encouraged to challenge their personal biases (both conscious and unconscious) and assumptions and — importantly — speak up against inappropriate comments or behaviour.
- **Leader-Led - Leadership is the key to an inclusive culture**
Our leaders understand the need for diversity, equity, and inclusion at Orro, and are available to support and promote DEI initiatives across the organisations.
- **Measuring Change - Progress is reviewed regularly**
We set clear targets with concrete goals and actions that are regularly reviewed by the Board. We will be open and transparent about our achievements and progress against targets through regular reporting to our employees and to the public. We will also review and monitor the effectiveness of our policies and practices to reduce bias regularly and share our learnings with our employees and customers.

Further Information

To discuss Orro’s diversity, equity, and inclusion policy, please speak with your manager. Alternatively contact HR@orro.group.

Orro policies are not contractual in nature, and Orro may amend, replace or withdraw its policies from time to time, at its sole discretion.

Date: 3 May 2022

Approval: Rachel Sands, Chief People Officer