

Toll Group

Diversity & Equal Opportunity Policy

Overview

Toll believes that a diverse workforce is a key competitive advantage. This policy sets out Toll's position on diversity and equal opportunity.

Scope

This policy applies to all employees and contractors engaged by Toll globally.

Principles

Toll's Commitment

We are committed to:

- Attracting and selecting a diverse range of people based on merit and through fair and equitable processes, without regard to personal attributes.
- Welcoming a diverse range of people and providing a workplace that is both welcoming and inclusionary.
- Providing a workplace that is free from inappropriate conduct such as, discrimination, bullying, harassment, vilification, victimisation and violence.
- Educating and training our employees on the value of diversity and their roles and responsibilities in relation to diversity and equal opportunity.
- Providing tools/process for employees to raise grievances and for Toll to annually review these tools/processes.
- Fostering diversity through reviewing the demographic profile of the workforce and ensuring talent solutions are initiated to build a diverse workforce. Providing flexible work options to:
 - assist our employees balance their work and personal lives; and
 - enable us to retain a diverse workforce.
- Providing training and leadership programmes that promote respect and fairness in how we work with and value others.
- Complying with local legislation such as, but not limited to, anti-discrimination.

Expected Workplace Behaviour

Toll expects all employees and contractors of Toll to:

- At all times behave in a manner that is consistent with Toll's commitments set out in this policy, and
- Report any instances where the actions or behaviours of Toll employees are not consistent with Toll's commitments set out in this policy

Implementation of this Policy

The Group Managing Director is responsible for this policy across all business units, worldwide.

The Chief Human Resources Officer will communicate this policy and any subsequent updates or amendments to it, to all Divisions within the company for implementation.

The Divisions and Business Units within Toll have the primary responsibility to:

- Communicate this policy to all employees and contractors under Toll's operational control.
- Ensure their managers support and promote this policy through their day to day management of people.
- Recruitment agencies working on our behalf will be made aware of this policy and are required to adhere to it.

Compliance and Review

The Board is responsible for establishing, overseeing, and assessing achievement against measurable objectives in relation to gender diversity.

The Group Human Resources Director is responsible for all other objectives and initiatives set out in this policy.

Breaches of this Policy

Employees who do not strictly comply with this Policy will face disciplinary action, including counselling, formal warnings and dismissal.

All Toll employees and contractors are responsible for reporting any breaches of this policy to their line manager or HR representative.

Further Information

For further information contact your manager or your Human Resources representative.

This document can be found on the [Group Policy intranet page](#).



Thomas Knudsen
Managing Director
Toll Group
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Related Documents

Toll Code of Practice
Ethical Employment Policy
Workplace Behaviours Policy