

Policy

ORG-PMF-POL-001

1 Purpose

We know that diverse workplaces create good energy, making them more enjoyable and more open to employees bringing their whole self to work. That's good for our people.

We also know from research that diversity leads to better ideas, collaboration, decisions and understanding of our customers and that gender diverse companies are more likely to outperform the competition. That's good for business.

At Origin, we know diversity makes us better and inclusion allows us to make the most of our differences. A more inclusive 'Origin way' starts with gender diversity, and our publicly shared diversity targets are a clear priority for us.

We believe that a commitment to diversity and inclusion is key to attracting, retaining and motivating employees in a competitive market for skills and talent.

We are committed to diversity and inclusion at all levels of the company.

We are also committed to preventing and eliminating unlawful discrimination and harassment on any grounds, specifically including those listed in the Application section of this policy.

We recognise that the value in diversity will be realised in how effectively differences are embraced and inclusion is managed in our business practices and with our stakeholders.

2 Strategies and governance

Origin is focussed on gender diversity so that the company is representing the community and customers it operates within. Efforts for Origin's Diversity and Inclusion strategy are focussed on enhancing programs, processes and capability across the company for the ambition of increasing participation of women in the workforce.

Origin is committed to formal recruitment and selection processes this is because we want to mitigate for unconscious bias throughout the process.

Origin is committed to implementing programs that assist in the development of a broader, more diverse pool of skilled and experienced employees that, over time, may prepare them for senior management and board positions.

Origin recognises that employees (Women and Men) at all levels may have domestic responsibilities and is committed to allowing and encouraging managers to put in place flexible work practices that will assist employees to meet those responsibilities.

Origin's Diversity and Inclusion policy and the strategies made pursuant to it are owned and overseen by the Diversity Council, which consists of the Executive Leadership Team chaired by the Managing Director.

The Origin Board oversees the establishment of publicly stated gender targets and monitors progress against them.

3 Application and responsibilities

The policy always applies and is not restricted by work hours or other time or place considerations. It applies to:

- all aspects of employment including recruitment, selection, promotion, talent management, secondments, training and development, remuneration, benefits, performance management and all other terms and conditions of employment.
- all employees of Origin, all Origin job applicants and all contractors engaged directly by Origin.
- visitors and other personnel present on Origin work sites, using its facilities, or dealing with its employees or contractors.

Origin is committed to preventing and eliminating unlawful discrimination and harassment on any grounds. For the avoidance of doubt this includes:

- race, national or ethnic origin
- caring/family responsibilities/parental status
- pregnancy, potential pregnancy or childbirth
- physical appearance
- breastfeeding
- HIV or AIDS
- sex
- intellectual, mental or psychiatric disability or impairment
- marital/relationship status
- physical impairment or disability
- age and/or retirement age
- nationality
- sexual orientation or lawful sexual activity
- political beliefs/activities
- trade union or employer association activity
- employment status
- religious affiliation, belief or activity
- colour
- transgender status, gender identity or gender history
- political affiliation, belief or activity

All employees, managers and contractors employed by Origin are responsible for ensuring that they comply with this policy in all work practices and processes.

4 Compliance & assurance

Incidents of unlawful discrimination or harassment may result in the following:

- a written apology
- counselling
- an official warning
- transfer or demotion
- suspension
- requirement to undertake training or participate in mediation
- termination