



## DEI Policy

At TCG, we value the power of diverse perspectives. Our DEI policy aims to build an inclusive, respectful, and safe workplace that reflects the communities we serve. We are committed to upholding equity and ensuring all individuals—regardless of age, background, identity, or ability—have opportunities to thrive.

### Scope

Applies to all TCG employees across Australia.

### Policy Objectives

- Foster an inclusive culture where all employees feel respected, valued, and safe.
- Encourage diverse representation across all levels, including leadership.
- Promote employee engagement through advocacy groups and DEI councils.
- Identify and address bias, discrimination, and harassment.
- Support flexible work and accessibility through workplace adjustments.
- Align with ISO 9001:2015 standards and relevant legal obligations.

### Key Commitments

- Implement and review an organisation-wide DEI strategy.
- Set measurable diversity targets and report annually on progress.
- Promote inclusive leadership through training and tools.
- Maintain a zero-tolerance stance on discrimination, harassment, and bullying.
- Support employees affected by family/domestic violence and those from historically underrepresented backgrounds.
- Deliver and monitor an Access & Inclusion Plan and a Reconciliation Action Plan.

### Roles & Responsibilities

- Board & Governance Committee: Approves diversity targets and monitors progress.
- Executive & DEI Council: Oversees strategy execution and ensures integration across the business.
- People Leaders: Role-model inclusive behaviour, support team diversity, and take action on policy breaches.
- All Employees: Uphold the Code of Conduct, participate in training, act as Upstanders, and promote an inclusive workplace.
- HR & DEI Team: Provide policy guidance, monitor compliance, and support ongoing improvement initiatives.
- Audit & Compliance: Provide assurance on policy effectiveness and risk mitigation.

### Definitions

- Employee: All TCG staff, including casuals and contractors.
- Accessibility: Equal access to tools, resources, and opportunities for all.
- Reasonable Adjustments: Changes to support individuals with disability.
- Employee Advocacy Groups: Voluntary staff groups driving inclusion.



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