



Diversity, Inclusion and Belonging Strategy

2024-2027

Acknowledgement of Country

We acknowledge the Traditional Custodians of Country throughout Australia and recognise their deep and continuing connections to seas, lands and communities.

We honour and respect the histories, cultures, knowledge and perspectives of Aboriginal and Torres Strait Islander people and pay our respect to their Elders past, present and emerging.

We extend our gratitude to those who protect and promote Aboriginal and Torres Strait Islander cultures now and into the future as we strive for a reconciled Australia.



A Message from our CEO

I am proud to present Penten's first Diversity, Inclusion and Belonging Strategy. This strategy articulates our vision and commitment across three pillars – Engagement & Representation, Inclusion & Belonging and Reporting & Reflection.

Through this strategy we express our commitment to building a workplace that respects, values, elevates and embraces diversity. It gives us a framework to build a respectful, psychologically and culturally safe and inclusive workplace where everyone is empowered and encouraged to contribute.

Our strategy recognises that diversity, inclusion and belonging cannot be achieved by one person alone but by each individual through their actions every day. As such, diversity, inclusion and belonging will be at the forefront of everything we do from recruitment and selection, employee development and career progression, remuneration, benefits and retention. Furthermore, it will drive and inform our engagement and interactions with our customers and the community.

These efforts matter for us, our community and Australia. Having a workforce that is truly representative of the communities in which we operate allows us to continue developing and delivering world-class solutions to meet the unique and evolving needs of our customers. It is the diversity of experience, knowledge and thinking within our workforce that enables Penten to protect those who protect us.

Chief Executive Officer
Greg Barsby

A handwritten signature in black ink, appearing to be 'GB' or similar initials, written in a cursive style.

What does diversity mean to us?

To have a workforce that is truly representative of our customers and the community in which we work.

This means:

- Embracing diversity of experience, knowledge and thinking so we can deliver with impact and solve the unique challenges of our customer now and into the future.
- Representation for those who have traditionally not had an equal seat at the table.
- A diverse and inclusive workplace that enables continued and sustained growth, improved performance, innovation and wellbeing.

We understand diversity, inclusion and belonging cannot be achieved by just one person. From the CEO and Senior Leadership Team to individual employees, each person has a part to play in creating and sustaining a diverse and inclusive workplace.

Diversity in Penten

Diversity and inclusion is a conscious decision each day. Through our everyday actions we bring together our unique experiences and diverse perspectives, fuel growth, innovation and unlock endless possibilities.

Gender Equity

Veterans

LGBTQIA+
Inclusion

Indigenous
Engagement

Accessibility

Multigenerational
Representation

Cultural Diversity

Neurodiversity

Health &
Wellbeing

Penten Pillars

Our Diversity, Inclusion and Belonging Strategy has three focus areas which align with our overarching objective of having a workforce that is truly representative of our customers and the community in which we work.

Pillar 1 – Engagement & Representation

We are a workplace that values the unique skills, experiences, contributions and perspectives of every employee. Our objective is to have a workforce that is representative of the community at all levels within the organisation. To achieve this, we need to attract individuals with diverse backgrounds, cultures and experiences through fair and equitable recruitment and engagement practices.

Pillar 2 – Inclusion & Belonging

Our objective is to create and embed a culture where everyone feels a sense of belonging and inclusion. We want our employees to be able to perform to their full potential while feeling connected, valued, supported and represented. We will achieve this by ensuring transparency, equity and fairness in our policies, processes and actions, by valuing individual contributions and building individual capability of our employees.

Pillar 3 – Reporting & Reflection

We are striving for a culture where our employees feel safe to share their diversity information, provide their feedback and input and actively participate in diversity strategies and programs to embed inclusive work practices. Our objective is to reflect on the qualitative and quantitative data gathered to identify and eliminate potential bias and inequity and to inform policies, procedures and actions.



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