

# Diversity Policy

## YMCA North Inc.



### Purpose

The core of this policy is the commitment to create a workplace that embodies the principle supporting diversity and inclusion including, but not limited to, gender, marital status, sexual orientation, age, race or religious belief and to provide equal employment opportunities. It is a values principle, not a quota system. The policy is to be seen as complementing and not compromising the importance of hiring and retaining the people possessing the expertise and experience most appropriate for the position to be filled at any time.

YMCA North also recognises the competitive advantage of encouraging a culture within the Association that embodies diversity and inclusion in the expectation that this will contribute to better engagement, creativity and a better understanding of customers. The policy applies to all positions and activities within the Association including the Board of Directors.

This policy will be reviewed regularly to monitor the achievement of measurable objectives aligned with contemporary standards and the Association's procedures and practices.

### Objectives

To ensure the work environment enables and promotes inclusiveness and is free of any discriminating policies and enables the development of a culture focussed on diversity that will attract and retain a broad talent chain to further the Association's business performance and to be mutually beneficial.

### Responsibilities

The Board has delegated to the Remuneration Committee the task of setting the Association's measurable objectives for achieving diversity;

- The Board is to approve the measurable objectives for achieving diversity set by the Remuneration Committee and will assess annually both the objectives and the Association's progress in achieving them;
- At the end of each financial year, the Association will report on how the Association is tracking against its diversity policy;
- The Association's General Manager "People and Culture" (through the Chief Executive) will report against the Board approved objectives on an annual basis;
- The Management will commit to this policy and to make aware to all staff, within their management, the requirements of the policy.

