



**NEW HOPE**  
**GROUP**

## **POLICY STATEMENT**

### *Diversity & Inclusion*

At New Hope Group we believe our Core Values of Integrity, Respect, Accountability, Safety, Resilience and Success foster a culture which supports inclusiveness and diversity.

We recognise the best business decisions and innovations result from collaboration of ideas and opinions of diverse people from different backgrounds, values, perspectives and life experiences.

We believe that to have a workplace where everyone is treated fairly and with respect means we value the differences and similarities in each other. This allows each person to contribute their unique experiences to the workplace which impacts positively on not only our internal activities and relationships, but also other stakeholders we engage with and therefore the New Hope business as a whole.

Our commitment to ensuring all individuals are provided with equal opportunity in all aspects of employment helps us to:

- Foster a culture that reflects our Core Values;
- Select the best person for the job, sourcing from the widest possible talent pool;
- Retain employees aligned to our vision and values;
- Achieve higher performance, well-being and greater employee engagement; and
- Enhance the connections between our people and the stakeholders we work with.

Our company policies are based on principles of merit and equal opportunity. To date we have implemented flexible work arrangements, additional annual leave purchase scheme, paid parental leave, Contact Officer program, Employee Assistance Program, and Equal Employer Opportunity awareness training.

Fundamentally, diversity and inclusion are inextricably linked with our Core Values which underpin what we do and how we do it. It is through our values based culture that we achieve success.

Shane Stephan  
Managing Director

16 June 2015