



Diversity and Inclusion Policy

ACOR Consultants

FEBRUARY 2023





Introduction

The ACOR Group of Companies ("ACOR") Mission, to invest in the success of our clients and create an environment where our people thrive, underpins its Values, and is integral to how ACOR interacts with its clients and each other. It sets the benchmark for our conduct as professionals, and as a nationwide professional services firm.



Integrity



Passion



Courage



Excellence



Caring



Collaboration

ACOR supports and encourages a workplace that fosters diversity and inclusion creating an environment in which everyone is treated fairly and with respect.

ACOR aims to continually develop a culture based on teamwork, creativity, quality, innovation and respect through inclusion and diversity of thought, qualifications, experiences, beliefs, backgrounds, cultures and skills.

Scope

This policy applies to all employees and as well as independent contractors and labour hire contractors engaged by ACOR ("contractors").

Policy

A person's gender, marital status, parental or family responsibilities, race, age, sexual orientation, gender identity, pregnancy, political or religious beliefs, cultural or social background, trade union affiliation or physical appearance will not form the basis ACOR decisions.

ACOR will implement and apply all policies and procedures and conduct its business so that all employees and contractors, and other stakeholders (including clients, consultants, suppliers and members of the community) are treated fairly and with respect. ACOR expects that clients, consultants, contractors, suppliers and members of the community will treat ACOR, its employees and contractors with the same respect and fairness.

Employment and engagement of employees and contractors will be conducted with transparency and on the basis of merit, according to appropriate skills and abilities, including:

- recruitment, selection, transfers, promotions, performance reviews, training and development, supervision and management of staff, counselling, disciplinary and performance management procedures and termination of employment; and
- remuneration practices, reward and benefits.



Breaches

Breaches of this Policy will be treated seriously. If an employee or contractor considers that an action or decision has been made by ACOR that is inconsistent with this Policy, the matter can be reported to their manager, the National Strategy Leader – People or other appropriate ACOR representative, including making a report under Whistleblower Policy or raising Grievance under Grievance Policy. ACOR will investigate and take all appropriate action.

If a client or member of the community has a concern regarding a potential brief of this Policy, they may raise the concern directly with a representative of ACOR or make a report under ACOR's Whistleblower Policy.

