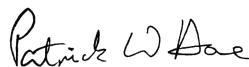


## Diversity and Inclusion

**Managing Director's Authorisation**

Patrick Hone



**Effective Date**

20 February 2025

### TABLE OF CONTENTS

1.	PURPOSE .....	2
2.	RESPONSIBILITY .....	2
3.	DEFINITIONS AND ACRONYMS .....	2
4.	RISK CATEGORY .....	2
5.	RELEVANT DOCUMENTATION .....	2
6.	TRAINING .....	3
7.	DOCUMENT MANAGEMENT .....	3
8.	PUBLICATION .....	3
9.	POLICY .....	3
10.	ATTACHMENTS.....	3

## 1. PURPOSE

This policy provides the framework by which FRDC actively manages and encourages diversity and inclusion.

## 2. RESPONSIBILITY

Responsibility for this policy resides with the Managing Director.

## 3. DEFINITIONS AND ACRONYMS

Definitions link [Definitions](#)

Acronyms Link [Acronyms and Abbreviations](#)

In relation to this Diversity and Inclusion Policy:

Diversity	Diversity refers to a mix of different people and the way they identify in relation to their age, caring responsibilities, cultural background, disability, gender, sexual preference, socio-economic background (social identity); and their professional, educational, and work experiences and organisational role (professional identity).
Inclusion	Inclusion refers to creating an environment where people feel safe to bring their authentic selves to work. It means valuing our differences and developing a culture and a sense of community where everyone can participate and thrive. This means individuals are respected, supported and engaged; have a voice; and are provided with opportunities to contribute.
Equal Employment Opportunities (EEO)	Is the principle that all persons can have equal access to employment opportunities based on merit, without fear of discrimination or harassment.

## 4. RISK CATEGORY

This policy covers the following risk categories.

Strategic	Governance	Service Delivery	Reputational	Financial	Operational	People
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## 5. RELEVANT DOCUMENTATION

This section contains links to internally and externally facing documents – access to internally facing documents is restricted to FRDC employees.

Relevant documentation
<b>Internal</b>
<a href="#">Code of conduct policy</a>
<a href="#">Employee policy</a>
<a href="#">Mental Health and wellbeing policy</a>
<a href="#">Work Health and Safety (WHS) policy</a>
<b>External</b>
<a href="#">DAFF Inclusion Strategy 2021- 2024</a>

## 6. TRAINING

The training for the Policy will be delivered to staff annually through the Code of Conduct Handbook.

## 7. DOCUMENT MANAGEMENT

If any material resulting from this policy is to be filed to Nemo, please complete the table below (*delete this section if not applicable, see [Nemo Scenarios](#) or General Manager if unsure which metadata to use*):

Document type/s	Meetings
Functional Group	Strategic Management
Action Date	Default date
Function type	Meetings
Organisation	FRDC
Prime activity	Nil
Secondary activity	Nil
Document type	Minutes

## 8. PUBLICATION

This policy is to be made available on the Directors and FRDC website.

## 9. POLICY

This policy applies to the FRDC Board FRDC employees, contracted employees and suppliers. FRDC appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors: age, caring responsibilities, cultural background, disability, gender, sexual preference, socio-economic background (social identity); and their professional, educational, and work experiences and organisational role (professional identity). We value the differences between people and the contribution these differences make to our business.

We are focused on building an inclusive workspace by fostering diversity in the workforce and embracing the differences that exist in the people that make up the workforce. This means that we will:

- promote a more diverse and inclusive workforce,
- seek to ensure that our business practices, policies, and procedures do not prevent people from diverse backgrounds having equality of opportunity within the organisation.
- actively and flexibly seek to accommodate the unique needs of our workforce
- commit to ensuring that all employees are treated with respect, dignity, and openness

We recognise the diversity that our workforce brings, which will help us build a safe, diverse, and inclusive work environment.

## 10. ATTACHMENTS

#	Description
1	Nil




# Diversity and inclusion policy - Board Policy

Final Audit Report

2025-03-04

Created:	2025-03-04
By:	Cheryl Cole (cheryl.cole@frdc.com.au)
Status:	Signed
Transaction ID:	CBJCHBCAABAAwOaDMsH4OwRvrEezKnQIFR5EuzSISjCp

## "Diversity and inclusion policy - Board Policy" History

-  Document created by Cheryl Cole (cheryl.cole@frdc.com.au)  
2025-03-04 - 2:44:01 AM GMT- IP address: 220.233.142.2
-  Document emailed to Patrick Hone (PATRICK.HONE@FRDC.COM.AU) for signature  
2025-03-04 - 2:44:35 AM GMT
-  Email viewed by Patrick Hone (PATRICK.HONE@FRDC.COM.AU)  
2025-03-04 - 5:00:42 AM GMT- IP address: 52.102.12.197
-  Document e-signed by Patrick Hone (PATRICK.HONE@FRDC.COM.AU)  
Signature Date: 2025-03-04 - 5:00:54 AM GMT - Time Source: server- IP address: 220.233.142.2
-  Agreement completed.  
2025-03-04 - 5:00:54 AM GMT