

Inclusion, Diversity and Equity Policy

Policy Owner:
People Experience

October 2023

Summary

Purpose	Our business is strengthened by the diversity of the talented people working here. We are committed to respecting diversity, creating a space to belong, and treating everyone fairly and respectfully.
Scope	This Policy applies to all directors of the Board, as well as all other officers, team members, contractors, consultants and associates of the Company.
Inclusion	Inclusion brings belonging and trust, and allows people to feel they can contribute their best in a safe space
Diversity	Diversity is what makes each of us unique. The more diversity we have, the more we represent the communities we operate in, and we open ourselves to more ideas, thoughts, and differing ways of working.
Equity	Equity recognises that some people or groups have different circumstances meaning that in order to achieve an equal outcome additional consideration may need to be made.
Our focus areas	<p>The 7 focus areas provide the framework to support our Inclusion, Diversity and Equity principles and actions:</p> <ol style="list-style-type: none"> 1. embracing workforce diversity 2. improving talent management 3. valuing diversity of approach 4. supporting workforce flexibility 5. respecting stakeholder diversity 6. supporting indigenous peoples 7. supporting pay equity

A Detailed View

Introduction

IDP Education Limited (the Company or IDP) is committed to an inclusive, fair, and equitable workplace that embraces and promotes diversity.

IDP operates across more than 30 countries with different languages, beliefs, social systems, economies and business practices. Having a diverse workforce gives us the capability to navigate these culturally complex environments and is one of our greatest competitive strengths, enabling us to bring together the best talent and ideas to grow our global business.

We aspire to have a workplace that is fair and inclusive, where differences are valued and our business is strengthened by a wealth of perspectives, skills and experience, where our workforce reflects the diversity of the communities we operate in and customers we serve, where our leaders are comfortable with difference, believe in the value of diverse perspectives and provide equitable access to opportunities for all team members while leading our global organisation.

What is Diversity?

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses concepts of acceptance and respect regardless of differences in backgrounds, experiences, approach and viewpoints.

Diversity includes matters of gender, age, nationality, ethnicity, indigeneity, education, religious or political beliefs, cultural background, language, physical or mental ability, sexual orientation, family responsibilities and other areas of potential difference.

Why Diversity is important

Being a diverse and inclusive organisation improves business outcomes and will help the Company to achieve its mission to build the world's leading platform and connected community to guide students along their journey to achieve lifelong learning and career aspirations.

A diverse and inclusive workplace supports every team member to achieve their potential by recognising and respecting individual differences and perspectives. It also enables people to fully participate in their work and creates a productive and positive work culture which increases our ability to attract, retain and motivate team members from the widest possible pool of available talent promoting a culture of high performance. Successfully harnessing diverse thinking and working styles contributes to innovation and superior long-term sustainable outcomes.

The diverse, equitable and inclusive workplaces we create for our people flows on to our customers and stakeholders' experiences.

Purpose

This Inclusion, Diversity and Equity Policy (the Policy) sets out the Company's commitment to diversity, inclusion, and equity in the workplace and provides a framework to achieve our diversity and inclusion goals.

Our commitment to inclusion, diversity and equity enables us to recruit and retain the best, to draw from a remarkable wealth of talent amongst our people, while delivering outstanding service to our clients, students, partners and candidates. We value, respect, and include the unique contributions of people with diverse backgrounds, experiences and perspectives.

We recognise that our people will assume changing life and personal circumstances and responsibilities throughout their careers.

We are committed to providing a diverse and inclusive work environment in which everyone is treated fairly, with respect and where everyone feels

responsible for the reputation and performance of the Company. The board of directors of the Company (Board) and management believe that the Company's commitment to this Policy contributes to achieving the Company's corporate objectives and embeds the importance and value of inclusion, diversity and equity within the culture of the Company.

Scope

This Policy applies to all directors of the Board, as well as all other officers, team members, contractors, consultants and associates of the Company.

This policy is not intended to have contractual effect, and IDP may from time to time in its absolute discretion amend or replace it.

Principles of inclusion, diversity and equity

This Policy provides a framework for new and existing inclusion, diversity and equity related initiatives and policies within our business.

Our business success reflects the quality and skill of our people. IDP is committed to identifying and retaining the best talent to drive business growth and performance. We reward and promote our team based on assessment of individual performance, capability and potential.

Our intention is for people to experience IDP as an inclusive workplace in which everyone is fairly treated, and the Board is committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

The Company's diversity principles, which will influence the development of its objectives, include:

1. **embracing workforce diversity** - by aspiring to have a workforce reflective of the local communities in which we operate, including

- diversity by reason of gender, age, nationality, ethnicity, education, religious or political beliefs, cultural background, language, physical or mental ability, sexual orientation, or family responsibilities;
2. **improving talent management** – by ensuring recruitment, selection, development and promotion processes are based on merit while reflecting the value we place on inclusion, diversity and fair, equitable access to opportunities; by targeting gender balanced representation of women on the Board and in management roles;
 3. **valuing diversity of approach** – by leveraging the diverse thinking, talents, expertise and working styles of our team members, contractors and others with whom we work and providing inclusive work environments in which they can flourish;
 4. **supporting workforce flexibility** – by providing opportunities for work arrangements that accommodate changing needs at all career and life stages;
 5. **respecting stakeholder diversity** – by developing relationships with diverse shareholders, governments, communities, customers, clients, partners and suppliers;
 6. **supporting indigenous peoples** – by acknowledging and respecting the indigenous people of the lands we operate in and by demonstrating that indigenous people are valued as team members, customers and suppliers; and
 7. **supporting pay equity** – by delivering fair pay outcomes reflecting local market conditions and practices and individual performance across our workforce.

Through our Code of Conduct, policies and training, our team members are provided with guidance on their role in supporting diversity and equity of opportunity. We expect our business leaders to take the greatest responsibility for ensuring they set and role model policies, practices and standards of behaviour that create a positive and inclusive work environment.

Measurable Objectives

The Board will seek to establish measurable objectives for the Company to achieve gender diversity across, and at various levels of, the organisation (including in the composition of the Board, senior leaders and the Company's workforce generally). Assessment of these objectives and review of progress under this Policy more broadly will aim to be carried out on an annual basis by the Chief People Officer and reported to the Inclusion, Diversity and Equity (IDE) Committee and the Board. The measurable objectives for each annual period and the Company's progress towards meeting those objectives will endeavour to be included in the Company's annual disclosures.

Local conditions

The Company respects and acknowledges differences in beliefs and statute across the multiple countries we operate within.

This Policy must be read in conjunction with and is subject to the laws relating to employment and the responsibilities, if any, of employers and team members in the local environments in which the Company operates.

Communication

The Company will make a copy of this Policy available on its website.

Roles & Responsibilities

The Board maintains oversight and responsibility for the Company's Inclusion, Diversity and Equity Policy and objectives.

Policy Approval

Currency and review of Policy

The Board will seek to review this Policy at least annually to ensure it remains relevant to the current needs of the Company and the Board. This Policy may be amended by resolution of the Board.

Policy Owner: Chief People Officer

Approval Schedule Action	Date	Responsible
Approved	22 September 2015	Board
Reviewed	19 May 2016	Nomination and Remuneration Committee
Approved	20 June 2016	Board
Reviewed	10 May 2017	Nomination Committee
Approved	20 June 2017	Board
Reviewed	21 May 2018	Nomination Committee
Approved	19 June 2018	Board
Reviewed	13 May 2019	Nomination Committee
Reviewed	18 June 2019	Board
Reviewed	3 December 2019	Nomination Committee
Approved	11 February 2020	Board
Reviewed	11 May 2021	Nomination Committee

Approved	23 June 2021	Board
Reviewed	21 September 2022	IDE Committee
Approved	19 October 2022	Board
Reviewed	19 September 2023	IDE Committee
Approved	17 October 2023	Board