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Policy ID no 23/2015

Diversity and Inclusion Policy

Approved by the Board: 20 June 2017

IDP Education Limited - Diversity and Inclusion Policy

1 VISION

IDP Education Limited (the **Company** or **IDP**) is committed to an inclusive 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 employees.

2 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, education, religious or political beliefs, cultural background, language, physical or mental ability, sexual orientation, family responsibilities and other areas of potential difference.

3 WHY DIVERSITY IS IMPORTANT

Being a diverse and inclusive organisation improves business outcomes and will help the Company to achieve its vision of being a leading provider of international student placement, English language testing and teaching services.


A diverse and inclusive workplace supports every employee 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 employees 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.

4 POLICY COMMITMENT

This IDP Education Limited – Diversity and Inclusion Policy (the **Policy**) sets out the Company's commitment to diversity and inclusion in the workplace and provides a framework to achieve our diversity goals.

Our commitment to diversity and equal opportunity 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 and respect the unique contributions of people with diverse backgrounds, experiences and perspectives. We recognise that our people will assume changing domestic responsibilities throughout their careers.

We are committed to creating and ensuring a diverse work environment in which everyone is treated fairly and 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 diversity within the culture of the Company.

5 WHO THIS POLICY APPLIES TO

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

6 PRINCIPLES

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

Our business success is a reflection of the quality and skill of our people. IDP is committed to identifying and retaining the best talent to ensure strong 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:

- (a) 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;
- (b) 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;
- (c) valuing diversity of approach – by leveraging the diverse thinking, talents, expertise and working styles of our employees, contractors and others with whom we work and providing inclusive work environments in which they can flourish;
- (d) supporting workforce flexibility – by providing opportunities for work arrangements that accommodate changing needs at different career and life stages;
- (e) respecting stakeholder diversity – by developing relationships with diverse shareholders, governments, communities, customers, clients, partners and suppliers; and
- (f) supporting pay equity – by delivering fair pay outcomes reflecting local market conditions and practices and individual performance across our workforce.

Through our Code of Business Conduct, policies and training, our employees are provided with guidance on their role in supporting diversity and equality 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.

7 MEASUREABLE OBJECTIVES

The Board will establish measurable objectives for the Company to achieve gender diversity. Assessment of these objectives and review of progress under this Policy more broadly will be carried out on an annual basis by the General Manager, People and Culture and reported to the Nomination Committee and the Board. Progress against objectives will be included in the Company's annual report.

8 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 employees in the local environments in which the Company operates.

9 COMMUNICATION

The Company will make a copy of this Policy available on its website and the key features will be published in the annual report.

10 ACCOUNTABILITY

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

11 CURRENCY AND REVIEW OF POLICY

This Policy was adopted by the Board on 20 June 2017.

The Board will 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: General Manager People and Culture

Action	Date	Responsibility
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