

Policy Owner	Human Resources
Compliance	Mandatory
Approved by	Board
Document Type	Policy
Effective Date	December 2016
Last Revised	August 2015
Next review	November 2017
Contact	Head of Human Resources / Legal



Diversity Policy

POLICY STATEMENT	
Who does this policy apply to?	This policy applies to all MLA, MDC and NLIS directors, employees and contractors.
Policy statement	<p>MLA is committed to providing an environment which respects and promotes diversity. MLA recognises that a workforce which represents a diverse range of backgrounds, age, ethnicity and gender will enable MLA to provide an optimal service to its stakeholders.</p> <p>MLA has a strong commitment to diversity which is embedded in its flexible work arrangements and parental leave policies.</p>
Overview	<p>The objective of MLA's diversity initiatives will be to recognise:</p> <ul style="list-style-type: none"> • Our Stakeholders: diversity will result in us providing a better service • Our Industry: to be a leader in diversity in our industry • Our People: to attract, recruit and retain diverse talent <p>This policy should be read in conjunction with the following MLA policies:</p> <ul style="list-style-type: none"> • EEO and Anti Discrimination • Recruitment and Selection • Learning and Development
What is Diversity?	<p>MLA has offices around the world and as a global company we need to reflect our customers and local communities.</p> <p>We understand that building a diverse and inclusive workforce will result in customer centric performance and a return for our levy payers. Diversity is increasingly seen as an asset to organisations and linked to better economic performance.</p>
Measures	The Board will establish measurable objectives for achieving diversity, including gender diversity, at both the Board and employee level. The Board will assess annually both the measurable objectives for achieving diversity and the progress in achieving them. The Board will ensure that appropriate disclosures are made in the MLA Annual Report about the company's diversity practices and measures.

<p>Monitoring and reporting</p>	<p>The Executive Committee will develop, implement and monitor a diversity strategy and make recommendations to the Board on measurable objectives. The Executive Committee will report to the Board on the diversity strategy and progress against the measurable objectives which are set.</p> <p>We will continue to monitor the objectives set and endorsed by the board around</p> <ul style="list-style-type: none"> • Diversity in leadership • Adaptable work practices • Parental leave • Diversity support • Respect and inclusion <p>MLA also participates in the WGEA report each year and reviews the gender analysis on a yearly basis.</p>
<p>Principals</p>	<p>This policy will provide MLA with a framework for new and existing diversity related initiatives and policies with the company.</p>
<p>Important Information</p>	<p>This Policy does not form part of the terms and conditions of your employment with MLA. To the extent that this policy requires you to do or refrain from doing any act, it represents a direction from MLA with which you must comply. Failure to comply may cause MLA to take to further disciplinary action, up to and including the termination of your employment.</p> <p>This Policy is subject to review and amendment from time to time, at the discretion of MLA. It is your responsibility to keep up to date with this Policy.</p>

Approval			
Version Number	Approved by:	Effective Date:	Unique ID Number:
V1-0	Board	December 2016	BAE0005