

EXPERIENCECO

Title:	Equality and Diversity Policy
Devised by:	General Manager – People + Performance
Issue Date:	November 2023
Review Date:	November 2025

POLICY BRIEF AND PURPOSE

Experience Co Limited and its subsidiary companies **(also referred to as Experience Co/EXP/Company/Group)** is dedicated to fostering an inclusive and diverse work environment. EXP believes that equality and diversity are fundamental to creating welcoming and safe spaces for all individuals. By actively promoting diversity, we aim to attract exceptional talent from various backgrounds, recognizing that a diverse and inclusive culture fuels innovation, fosters better business practices, and creates a more inclusive workplace.

This policy applies to all directors, employees, consultants and contractors of Experience Co **(collectively referred to as Employees for the purposes of this Equality and Diversity Policy)**

The purpose of this policy is to articulate our commitment to equal employment opportunity, diversity, and inclusion.

Experience Co embraces the benefits of a diverse and inclusive workplace where individuals with varying backgrounds and perspectives are not only welcomed but encouraged to reach their full potential. EXP's definition of diversity includes factors beyond gender, sexual orientation, and ethnicity, encompassing cultural, socioeconomic, life, and educational experiences.

The Company is dedicated to:

1. Providing equal opportunities in the workplace, irrespective of a person's gender, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation.
2. Identifying and eliminating any institutional barriers that cause or perpetuate inequality in employment.
3. Ensuring that all EXP policies and practices align with the principle of equal employment opportunity.
4. Championing an inclusive environment where all ideas are valued and encouraged, emphasizing the importance of embracing differences to promote individual growth.
5. Recognizing the Company's responsibility to employ and develop trainees and apprentices across our portfolio.

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6. Ensuring that all staff appointments are made based solely on merit, and that promotions, salary reviews, and professional/career development opportunities are likewise merit-based.
7. Whenever possible, promoting from within, identifying potential candidates for key roles through internal development programs. As a growing adventure tourism company, the Group acknowledges the need to attract new talent with diverse worldviews.
8. Maintaining recruitment standards by training all Employees involved in recruitment and selection on their responsibilities as Equal Employment Opportunity employers.

TRAINING & DEVELOPMENT

Experience Co's commitment to diversity extends beyond recruitment and emphasizes supporting the development of its Employees. EXP provides training and development programs to enhance technical competencies, skills, and experience. EXP also provides online learning opportunities to improve access for all Employees and provides support through the Study & Education Assistance Policy, allowing Employees to seek assistance and financial support for individual learning and development.

RESPONSIBILITIES

The EXP Board or through a Board Committee oversees diversity including diversity of skills, experience, expertise and gender in the composition of its Board, senior executives and the workforce generally.

EXP Managers are responsible for ensuring that all practices and procedures for Employees under their supervision align with this policy. Managers will lead by example in promoting equality and diversity and ensure that all Employees are aware of this policy and understand their role in its implementation.

EXP Managers are responsible for addressing and rectifying any issues related to discrimination, harassment, or bias, promptly and effectively.

Employees are expected to treat each other with respect and dignity, regardless of differences and practices. All Employees are required to participate in equality and diversity training and activities as required.

CONCERNS OR COMPLAINTS

Any Employee concerned about non-compliance with this policy is encouraged to promptly and constructively raise their concerns to achieve a resolution. Employees are encouraged to use the options outlined in the Complaints Policy & Procedure, which ensures confidentiality and that principles of natural justice and procedural fairness are observed.

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FURTHER INFORMATION & REVIEW

The Company reports annually under the Workplace Gender Equality Act to the Workplace Gender Equality Agency (WGEA). Reports can be accessed on the Agency's website at www.wgea.gov.au.

This policy will be reviewed regularly to ensure that it remains up to date and effective.

If you have any questions about this policy, please contact your People + Performance representative or email us at peopleperformance@experienceco.com.