



Diversity and Inclusion Strategy 2023-2025

This strategy reflects our values and our commitment to a diverse and inclusive culture.

We support and pursue diversity and a more inclusive organisation where people feel safe, respected and able to reach their full potential.

The strategy includes new initiatives designed to further expand our work across the different diversity streams and underpins the work already underway within other key D&I plans and programs.

What we mean by Diversity and Inclusion



DIVERSITY

refers to all the characteristics that make individuals different from each other. It includes characteristics such as age, caring responsibilities, cultural diversity, disability, gender, sexual orientation, gender identity and religion. Diversity is about our commitment to equality and treating all individuals fairly.

INCLUSION

refers to the act of creating workplace environments in which any individual or group feels welcomed, respected and valued to fully participate and contribute.

Our Strategic Focus

Whilst our strategy focuses on different dimensions of diversity and inclusion, we have established five key diversity and inclusion streams:

- Indigenous Australians
- Disability
- Culturally and Linguistically Diverse (CALD)
- Lesbian, gay, bisexual, trans/transgender, intersex and queer (LGBTQI+)
- Gender Diversity and Equity

Strategic Objectives

The Diversity and Inclusion Strategy aims to:

Promote broad awareness of the benefits of having a diverse and inclusive culture

- Inclusion Matters seminars and webinars with keynote speakers
- Inclusive leadership training
- Employee engagement

Build a safe workplace free from bullying and harassment

- Employee Assistance Program
- Provision of relevant training
- Annual review of policies

Recruit, develop and retain a workforce that reflects the Australian community

- Review selection and recruitment polices
- Engage specialist recruitment providers for the attraction of staff from diverse backgrounds
- Implementation of a disability action plan / accessibility action plan that looks to expand on the range of employment opportunities for people with disability
- Deliver on our Reconciliation Action Plan (RAP)
- Report on HR metrics quarterly to snr management

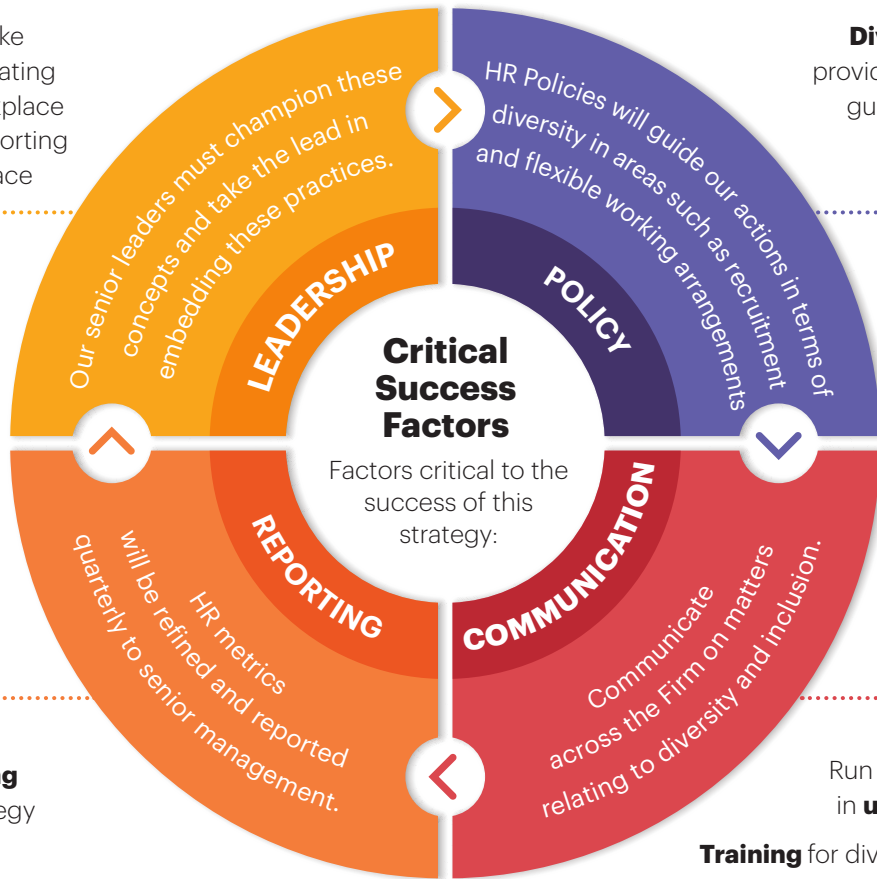
OUTCOMES

Workplace inclusion and a cohesive work environment

Inappropriate behaviour is eliminated

Workforce diversity

Leaders must take ownership of creating an inclusive workplace culture and supporting a diverse workplace



Diversity strategies provide specific areas of guidance such as the Reconciliation Action Plan

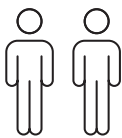
Annual reporting against this strategy

Run job advertisements in **unbiased language**
Training for diversity and inclusion

Workforce Characteristics

The 2023 Diversity & Inclusion Survey provides a snapshot of our current diversity demographics. These figures help us understand our current workforce characteristics, where we are performing well and where we have opportunities for improvement.

31%



report as male

58%



report as female

2%



report as indeterminate/intersex

3%



identify as Aboriginal or Torres Strait Islander

22%



identify as LGBTQI+

26%



identify as having an ongoing disability

52%



identity as being of an ethnicity other than Australian

44%



have carer responsibilities

86%



feel they are respected at Turks

88%



consider that employees from all cultures and backgrounds are respected and valued

Support Networks

We recognise the value that networks (both internal and external) can bring to improving our workplace. These networks provide support in the form of advice, alliance and training our people as well as contributing to an inclusive ecosystem.

These include:

- The firm's Diversity and Inclusion working group
- Reconciliation Australia
- Australian Disability Network
- Pride in Diversity
- Supply Nation

The firm is also a signatory of the **Diversity and Equity Charter** and the **Advancement of Women Charter**.

Turks reports annually to the Workplace Gender Equality Agency (WGEA) and meets the WGEA's most recent Gender Equality Indicators.

The Firm will also progress accreditation with the Australian Workplace Equality Index (AWEI).

Our Measures of Success

- Diversity sub-committee groups continue to progress initiatives and provide support across our inclusion streams.
- 85% or higher in our annual Diversity and Inclusion Survey questions, measuring an inclusive workplace culture.
- Increase in numbers of attendees who complete diversity and inclusion related learning / inclusion matters seminars.
- Hold ourselves accountable to diversity and inclusion at all levels and track our performance.
- Increase representation and retention of staff from diversity groups.
- Receive external recognition as a leader in diversity and inclusion.



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