

DIVERSITY & INCLUSION POLICY

This policy reflects the way we value diversity and inclusion and their role in enabling us to achieve our strategy

What you need to know

- We value diversity and inclusion and the benefits they bring to achieving our objectives and attracting, engaging and retaining talented people
- The diversity of our people should reflect the diversity of our customers and the broader communities of the countries where we operate
- The Telstra Board sets and assesses annually our measurable objectives for diversity, and our progress in achieving them

01. We value diversity and inclusion and the benefits they bring to the Telstra Group in achieving our objectives, enhancing our reputation, and attracting, engaging and retaining talented people.
02. Diversity means difference, in all its forms, both visible and not visible, and includes differences that relate to gender, age, cultural background, disability, religion and sexual orientation, as well as differences in background and life experience, and interpersonal and problem solving skills.
03. The diversity of our people should reflect our diverse, global customers and the countries where we operate.
04. The strategies we employ to support diversity and enable inclusion are in service of our business strategy, as well as imperatives around fairness and corporate social responsibility.
05. We recruit, develop, promote and pay our people in a way that supports our commitment to being more diverse and inclusive.
06. We're open to considering flexible ways of working, in every role.
07. We're diverse and inclusive, which means everyone has a part to play in actively and intentionally behaving with inclusion in mind.
08. The Telstra Board sets and assesses annually our measurable objectives for diversity, and our progress in achieving them.
09. In respect of Board diversity, the Telstra Board seeks to ensure it has an appropriate mix of diversity (including gender diversity), skills, experience and expertise to enable it to discharge its responsibilities effectively and to be well equipped to help our company navigate the range of opportunities and challenges we face. It is the Board's intention that it will have at least one measurable objective relating to Board diversity.
10. Management is responsible for implementing initiatives to achieve the measurable objectives relating to our people, and the Telstra CEO has discretion regarding the specific initiatives which will be implemented by management to achieve these. The Telstra CEO Leadership Team meets as the Diversity Council to assist in guiding our diversity and inclusion strategy and promoting our diversity and Inclusion initiatives.

Breach of policy	Application
<p>If you don't follow this Company Policy you could face disciplinary action. In serious cases this may include termination of your employment or engagement.</p> <p>If you break the law you may also be personally liable.</p>	<p>This is a Company Policy of Telstra Corporation Limited (Telstra), its controlled entities and any other entity notified that this Company Policy applies to it (collectively "Telstra Group"). It applies to all Telstra directors, and employees and contractors of each member of the Telstra Group and to any other person notified that this Company Policy applies to them.</p>