



Diversity and Inclusion

Overview: This Policy reflects the way 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.

Scope: This policy applies to all employees and contractors of Telstra and its controlled entities (collectively 'Telstra Group') and to any person notified that it applies to them, unless an exemption has been granted. There may be additional country-specific requirements that apply to Telstra Group controlled entities outside of Australia. Country HR and/or Legal services should be contacted for further information. Where any part of this policy is inconsistent with local laws in a relevant jurisdiction, those laws and any local policies designed in compliance with them take precedence in relation to that part.

Policy Principles

1. 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.
2. The diversity of our people should reflect our diverse, global customers and the countries where we operate.
3. 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.
4. We recruit, develop, promote and pay our people in a way that supports our commitment to being more diverse and inclusive.
5. We're open to considering flexible ways of working, in every role.
6. We're diverse and inclusive, which means everyone has a part to play in actively and intentionally behaving with inclusion in mind.
7. The Telstra Board sets and assesses annually our measurable objectives for diversity, and our progress in achieving them.
8. 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.
9. 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 (or their delegates) meet as the Diversity Council to assist in guiding our diversity and inclusion strategy and promoting our diversity and inclusion initiatives.

Breach of Policy

Compliance with this Policy will be monitored. If you don't comply with this Policy you could face disciplinary action. This may include termination of your employment or engagement. If you break the law you may also be personally liable.

Effective Date: 12 May 2021
Next Review Date: 1 April 2022
Policy Owner: Group Executive, TC&P
Approval: Board
TELSTRA INTERNAL