

Diversity Policy

EDL is committed to diversity in the workplace. EDL recognises that diversity is more than just equal opportunity compliance and behaving in a non-discriminatory way. Diversity adds value to the organisation by actively creating opportunities for employees to use their knowledge, skills and abilities.

EDL is committed to meeting its obligations under all relevant equal opportunity and anti-discrimination legislation and is committed to the following principles:

- Hiring the best qualified person available for the job without discrimination. Selection is based on factors relevant to the position such as skills, qualifications, experience, ability and aptitude
- Appraising and promoting employees on the basis of management assessment, past performance and the potential of the employee to handle greater responsibility. These decisions will be made without discrimination
- Maintaining a workplace that is free from discriminatory harassment, and conducting all EDL activities without discrimination
- Encouraging all employees to advance their careers at EDL, irrespective of gender, age, ethnicity, background or circumstances.

EDL will endeavour to take positive steps to identify and remove any barriers which prevent its people from achieving their full employment potential, and will implement fair issue resolution procedures for dealing with any complaints and other issues about alleged breaches of EDL's diversity standards.

EDL recognises that difference is positive and that each employee's contribution is valued and respected.



James Harman, Chief Executive Officer

Issued: February 2017 (Review Date: February 2018)

Scope: this policy applies to all EDL employees, contractors, directors and officers at all EDL locations.

