

Diversity, Equity, Inclusion and Belonging Policy

ANSTO is committed to establishing and maintaining a diverse, equitable and inclusive workplace where people are valued for their contribution, engaged with their work and the organisation, and feel a sense of belonging at ANSTO every day. ANSTO is committed to providing a psychologically

safe workplace that is free from bullying, discrimination, sexual harassment, vilification and victimisation based on protected attributes in line with relevant workplace and work health and safety laws. Psychological and psychosocial safety are core to this policy.

Guiding Principles

 <p>Everyone belongs</p> <p>We hold ourselves to account for creating a diverse, equitable and inclusive workplace every day observing how people are participating and checking in on sentiment in relation to belonging.</p>	 <p>Safety is paramount</p> <p>We watch out for each other, and we create a safe space for people to voice how they are feeling in relation to the workplace, inequities and lack of inclusiveness. We make it our business to be in the business of people, promoting and fostering safety in all that we do.</p>	 <p>Systems and processes are central</p> <p>We act as change agents and focus on systemic change. It is our role to enhance systems and processes to embed fairer, equitable and inclusive structures. This will result in better outcomes for all and fosters an inclusive and equitable culture into everything we do.</p>	 <p>Rules of engagement</p> <p>We connect with each other in a way that is accountable and responsible regardless of hierarchy or ego. This principle ensures that we all engage using the same philosophy and we create a culture that is uniquely ANSTO.</p>
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Key Priorities

ANSTO has four Diversity, Equity, Inclusion and Belonging priorities with focus areas. We recognise that diversity encompasses a wide range of identities and experiences. As part of our commitment to equity, we consider ethnic, racial, and cultural backgrounds as important. We strive to create an inclusive environment where all individuals feel

valued and respected, acknowledging that these aspects of identity intersect with other dimensions of diversity, such as gender, age, disability, and socioeconomic status. Our goal is to ensure that everyone at ANSTO can thrive and contribute fully, free from discrimination and bias.

<p>Culture and Belonging</p> <p>PRIORITIES</p> <p>Build a culture that is diverse, equitable and inclusive where everyone can belong, thrive and feel psychologically safe.</p> <p>FOCUS AREAS</p> <ul style="list-style-type: none"> • Organisation Culture • Respectful Workplace • Psychosocial Safety • Employee Network Groups • Cultural Awareness Programs 	<p>Gender Equity</p> <p>PRIORITIES</p> <p>Focus on women, women in leadership, women in STEM, increase participation rates and Workplace Gender Equality Agency (WGEA) Reporting. ANSTO adopts a broader view of gender equity, inclusive of diverse genders and identities.</p> <p>FOCUS AREAS</p> <ul style="list-style-type: none"> • Women at ANSTO (Mentoring Program) • Leadership Development (Women) • Annual Workplace Gender Equality Agency (WGEA) Reporting • Review Employee Lifecycle (Equality) • Application of Gender Targets (40:40:20) • Equal Remuneration (Pay Disparity) • Targeted STEM Programs
<p>Reconciliation Action Plan</p> <p>PRIORITIES</p> <p>Deliver the Reconciliation Action Plan (RAP), build respect, recognition and opportunities through the Indigenous Employment and Procurement Strategies.</p> <p>FOCUS AREAS</p> <ul style="list-style-type: none"> • Cultural Awareness • Building Relationships • Indigenous Employment • Indigenous Targets • Indigenous Procurement 	<p>Disability</p> <p>PRIORITIES</p> <p>Increase the representation of people with disability, remove workplace bias and harassment.</p> <p>FOCUS AREAS</p> <ul style="list-style-type: none"> • Disability Action Plan • Targeted Consultation and Engagement • Visibility and Inclusion • Commitment to participation of People with Disability and policy alignment