



Retail Employees Superannuation Trust

Diversity & Inclusion Position

Policy Owner:	Chief People Officer
Version	1

Contents

1	Purpose.....	2
2	Scope	2
3	Position and Commitment.....	2
4	Responsibilities and authorities.....	3
5	References	3

1 Purpose

As a super fund representing a diverse membership of around 2 million, including more than one million women, and one million members aged under 30, Rest is committed to fostering diversity, equity and inclusion (DE&I) in our workplace and beyond.

We believe a culture of inclusion is essential to creating a workplace where our people love their work and everyone is accountable to ensure employees feel welcome, valued and safe to be themselves. We also believe promoting a workplace that values differences is in the best interests of our diverse member base, recognising that diverse skills, knowledge and experiences help support better member experiences and outcomes.

Rest has a *Diversity and Inclusion Policy* to demonstrate its commitment to diversity, equity and inclusion in the workplace – outlining the principles, accountabilities and processes that help us operate in line with this commitment. This document is an extension to the *Rest Diversity and Inclusion Policy*.

2 Scope

The Diversity, Equity & Inclusion Policy and Position applies to the Rest Workforce.

3 Position and Commitment

Rest is committed to diversity, equity and inclusion and the ongoing development of a work culture that is built on respect and accountability.

Rest encourages and enforces the following principles as the foundations of how it operates:

What – Rest’s DEI Principles	How – Processes & Procedures
<ul style="list-style-type: none">• Recruiting and retaining a skilled and diverse workforce that is free of discrimination and eliminating artificial barriers to career progression.• Providing a fair and equal employment process that appoints individuals based on relative ability, performance and potential, as well as actively ensuring gender pay equity.• Developing and offering flexible work practices to meet the differing needs of employees in the context of business requirements.• Fostering a culture, including through consultation, education and training, that promotes diversity and rewards people for furthering the objectives of the Diversity, Equity & Inclusion policy.• Maintaining a safe and inclusive working environment that is respectful of individual differences and attributes and is free from discrimination, harassment, sexual harassment, bullying and victimisation.	<ul style="list-style-type: none">• Actively reviewing Rest’s recruiting practices, policies and procedures to reduce bias, both conscious and unconscious, on a regular basis and to ensure that a diverse range of candidates are considered• Actively reviewing and benchmarking remuneration relativities to ensure that there is no gender pay difference for the same work.• Implementing learning programs that build awareness and understanding of diversity and inclusion and that seek to ensure that employees and leaders are aware of their responsibilities in relation to equal opportunity and diversity and inclusion.• Ensuring that diversity is considered in performance, talent management and succession planning activities to build a diverse pool of skilled and experienced employees• Setting, measuring and tracking targets for the number of women including in management and senior leadership positions as well as at the board level to ensure fair and diverse representation• Actively reviewing leave and work practices to support flexibility and differing needs of our diverse workforce and report on progress.

4 Responsibilities and authorities

Role	Definition
Board	Board of directors of the Trustee Company
Diversity	Includes age, caring responsibilities, cultural identity, disability, gender expression and identity, ethnicity, family/relationship status, sexual orientation, religious beliefs, and/or socio-economic background. Diversity also encompasses the many ways people differ in terms of their education, life experience, location, personality, ways of thinking, and work experience.
Executive	A member of Rest's Executive Leadership Team (ELT)
Fund	Retail Employees Superannuation Trust (Rest) ABN 62 653 671 394
Inclusion	Inclusion occurs when a diversity of people (e.g. of different ages, cultural backgrounds, genders) feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improve their organisation
Rest	The Trustee Company in its capacity as trustee of the Fund, and its controlled entities.
Rest Workforce	Directors, and all employees including ongoing and fixed term contract employees, Executives, secondees, contractors, and temporary staff directly employed via agencies (including those based outside Australia).
Trustee Company	Retail Employees Superannuation Pty Limited ACN 001 987 739

5 References

This Policy works in conjunction with the following internal documents:

- Code of Conduct
- Flexible Workplace Arrangements Policy
- Leave Policy
- Discrimination, harassment, sexual harassment and bullying Policy
- Learning and development Policy
- Remuneration Policy
- Recruitment and resourcing Policy
- Grievance handling Guidelines