

## **Diversity Policy**

IDT Australia Ltd ("Company" or "IDT") recognises and appreciates the value inherent in a diverse workforce.

Diversity management seeks to proactively support and manage the similarities among and differences between employees in the belief that it will assist the Company to achieve its goals and objectives and offer a sustainable competitive advantage having regard to the industry and locations in which it operates.

Diversity in the workplace is about recognising, respecting and valuing differences based on gender, ethnicity, colour, age, race, religion, disability, national origin and sexual orientation in and around the workplace environment. As an organisation IDT aims to create an open and inclusive workplace environment where the diverse experiences, perspectives and backgrounds of our people are valued and utilised. The Company values the differences between people and the contribution these differences make to our business. These differences will add to diversity of thought which leads to alternative ways to approach challenges, solve problems, propose suggestions, make decisions and perceive opportunities.

IDT believes that a diverse workforce is the best means of creating the deepest possible talent pool from which to recruit. This diversity must inevitably lead to a more effective workforce.

IDT seeks to provide fair and equal access for employees to all employment opportunities.

### **Aims of the Policy**

The aims of this Diversity Policy include:

1. Enhancing the employee talent pool - to foster recruitment, retention and promotion practices that take account of the diversity within the communities in which IDT operates;
2. Supportive environment - to ensure a supportive workplace in which employee differences are treated fairly and with respect and dignity within a safe working environment;
3. Work/life balance - to promote workplace structures, systems and procedures that assist employees balance their work, family and other responsibilities effectively; and
4. Social responsibility - to ensure IDT contributes positively to the social well-being of the communities it serves.

### **Measurable Objectives**

The Board believes that the setting of measurable diversity targets and reporting Company performance against these targets is critical to achieving diversity objectives. The Board will therefore:

1. set and annually review diversity targets on advice from management, including targets specifically in relation to gender diversity at all levels of the organisation; and
2. measure its progress toward achieving these targets, and report on this every year in the Company's Annual Report.

**Key Areas of Focus**

To develop a diverse workforce that is representative of broader society while employing the best talent available is an evolutionary process. The Company will review regularly the areas of diversity on which it needs to focus to progress this.

**Implementation of this Policy**

The Board and senior management of IDT will develop, implement, maintain and continuously review the appropriate structures, systems, and procedures to support our diversity objectives.

All employees are responsible for:

1. promoting IDT diversity initiatives where appropriate;
2. respecting difference and maintaining a workplace that is free from unfair discrimination;  
and
3. behaving in a way that is consistent with the values and spirit of this Policy