

DFP is committed to building and maintaining a diverse and inclusive workplace. We have a strong culture of vibrancy, diversity and inclusivity where we embrace people's backgrounds, experiences and differences and provide opportunities for all people whilst partnering with clients who share in these ideas.

DFP recognises that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company and believe that we are able to deliver the quality solutions to challenges and sustainable value for DFP, our candidates and our clients. We recognise the importance of reflecting the diversity of our customers and markets in our workforce.

Diversity is a positive factor in the workplace. At DFP this means:

- Embracing workforce diversity – age, gender, race, national or ethnic origin, religion, language, political belief, sexual orientation, disability, marital or family status and other areas of potential difference.
- Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our employees and other stakeholders.
- Building a flexible organisation – providing opportunities for work arrangements that accommodate the different needs of individuals at various career and life stages.

We encourage applications from Indigenous Australians, people with disability, people from diverse cultural and linguistic backgrounds, mature age workers and lesbian, gay, bisexual, transgender and intersex (LGBTI) people.

DFP supports reasonable adjustment requests in any stage of the assessment process to remove barriers and facilitate full participation in all aspects of employment for applicants with disability. Candidates with disability can make requests for modifications or adjustments. The requests may assist in the application process and, if successfully placed, in the position.

DFP works with our client base to support diversity targets and has extensive experience at developing recruitment methodologies that are inclusive and equitable.

At DFP, inclusion and diversity is supported by a range of policies, initiatives and training including:

- Vision and Mission Statement
- DFP Code of Conduct Handbook
- Anti-discrimination, Anti-harassment, Equal Opportunity and Bullying Policy
- Flexible Work Practices Policy
- Leave Policy
- Disability Confident Recruiter Program

DFP is compliant with the *Workplace Gender Equality Act 2012*, following the submission of annual compliance reports.

Kate Coath
Chief Executive Officer
DFP Recruitment Services
March 2022