



GUARDIA
— RISK —

DIVERSITY & INCLUSION

GUARDIA RISK INCLUSION STRATEGY



OUR INCLUSION STRATEGY

Putting 'Inclusion' at the centre

Our commitment to inclusion and the diversity it generates is underpinned by a belief that it is important to be inclusive and respectful of all people.

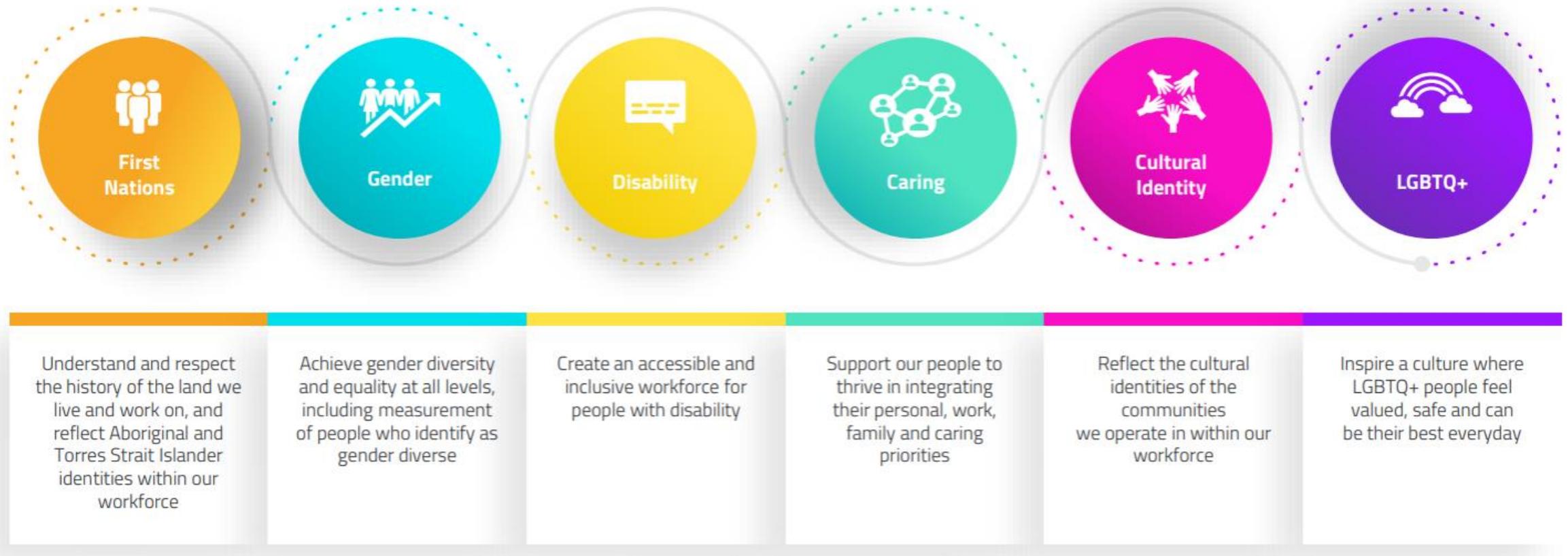
Our **vision** is that our people and their intersecting identities will bring Guardia Risk to life, and we will continue to foster an inclusive culture where all our people belong.

Our **purpose** is to embrace every individual's diversity of experiences, thinking and actions that collectively deliver business outcomes.



VISION FOR EACH INCLUSION DIMENSION

Inclusion is about feeling valued, being respected and having a sense of belonging



INCLUSION STRATEGY FY 22-24

Our commitment to Inclusion is reinforced in our Purpose, our Values and our People Promise

Accelerating inclusion supports our strategic priorities of Growth, Transformation and Social License by empowering our people and enriching our thinking to innovate, problem solve and deliver for our customers and communities we operate it in.

Foundational principles: who we are serving

People

We value the full potential of our diverse people to deliver a fulfilling employee experience

Clients

We are responsive to the changing needs and expectations of our diverse client base

Communities

We advocate shared value in the diverse communities in which we operate

Enablers: how we will embed inclusive practice

1. Inclusive Practices

Fostering an inclusive workplace culture is a daily practice and everyone has a role to play.

2. Leaders Lead

Leveraging diversity of thinking and approach is critical to decision making. Our leaders' role model the change required.

3. Engage inside and out

Demonstrating our commitment, celebrating our achievements and telling our stories to our people, clients and communities.

KEY DELIVERABLES

Disability Action Plan (DAP)	Reconciliation Action Plan (RAP)	AWEI	ET/ELT Narrative	Building Leadership Accountability
<ul style="list-style-type: none"> Recruitment review Internal/External comms process review Attending AND roundtables and Champion events Distribution of the Reasonable Adjustment Guidelines Celebrate and activate for days of significance (i.e. International day of People with Disability) establishment of the Disability Working Group 	<ul style="list-style-type: none"> Celebrate and activate for days of significance Host training sessions for our people Increase First Nations procurement Build relationships with local First Nations organisations and communities 	<ul style="list-style-type: none"> Share LGBTI+ resources across the business consistently LGBTI+ training Offer leadership training programs for LGBTI+ specific people Story sharing Activate days of significance Collation of LGBTI+ evidence for D&I team 	<ul style="list-style-type: none"> Increased internal comms Increased posting on LinkedIn Improved attendance at internal and external D&I events 	<ul style="list-style-type: none"> Increased D&I Comms within P&C, with BPs and enterprise-wide

Our D & I Council



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“Our purpose and values reflect our belief that a respectful and inclusive culture embraces the diversity of our people, enabling them to feel valued and able to bring their energy and talents to work.”

Robert Jajcevic

