



Diversity, Equity and Inclusion (DEI)

Board Approved

Group Policy Level 1

Overview: This Group Policy reflects the way we value diversity, equity and inclusion and the benefits they bring to the Telstra Group in achieving our objectives, enhancing our reputation, and attracting, engaging and retaining talented people. We aspire to have a diverse workforce that is reflective of the communities in which we operate, equitable mechanisms that will enable everyone to reach their full potential, and an inclusive environment where all people can bring their best selves to work.

Scope: This Group Policy applies to all employees and contractors of Telstra Group Limited ('Telstra'), and its controlled entities (collectively, 'Telstra Group') and to any other person notified that this Group Policy applies to them, unless an exemption has been granted. In this Group Policy, a reference to 'our' or 'we' is a reference to the Telstra Group unless the context requires otherwise.

Application: This Group Policy applies in all jurisdictions in where we operate. Where local law or country-specific requirements are inconsistent with any part of this Group Policy then those requirements, laws and/or local Policy apply in relation to that part instead.

Policy Principles

Our Commitments

The Telstra Board:

- sets and assesses annually measurable objectives for diversity, equity and inclusion for the Telstra Group;
- seeks to ensure it has an appropriate mix of diversity, including gender, skills, experience and expertise to discharge its responsibilities effectively and will have at least one measurable objective relating to Board diversity representation; and
- reviews progress in achieving the measurable objectives for the Telstra Group.

Our employees and Senior Management Teams are committed to:

- Build a workforce that reflects all aspects of diversity and intersectionality bringing a range of perspectives, ideas, and insights to help deliver innovative solutions, exceptional experiences for our people and customers, and positive social change for our community.
- Listen, understand and act to remove barriers and value differences allowing more people to participate.
- Acknowledge inequity and ensure fair and accessible design of structures, systems, and processes and promote fairness of outcomes.
- Build a safe culture of inclusion and belonging where our people are celebrated, feel respected for their uniqueness, valued for their contribution, and empowered to reach their full potential. Inclusion is reflected in our culture and practices, programs and policies.
- Provide choice in how our people work, and flexibility through new ways of working.
- Execute our diversity, equity and inclusion objectives across the Telstra Group through the Telstra Group DEI Council and Group Governance operating model for controlled entities.

Effective Date: 24 August 2023
Policy Owner: HR Executive Director
Approval: Board



Our Expectations

Each of us is responsible for supporting our commitment to diversity, equity and inclusion. This means we are expected to:

1. Know our obligations, including those under our Code of Conduct, Group Policies, Standards, Procedures, and seek advice if we are unsure.
2. Align with our business strategy and imperatives around equity and corporate social responsibility through the delivery of a diversity, equity and inclusion strategy. Our approach to deliver diversity, equity and inclusion is collaborative, intersectional, accountable and evidence-based.
3. Create teams to reflect the diversity of our community to deliver exceptional customer experience, drive innovation, and maintain the best network possible.
4. Build an inclusive environment where our people can be themselves at work, be valued and respected for the different identities and perspectives they bring and feel a sense of belonging.
5. Respect the varying business customs and culture of the communities and countries where we operate, providing that they don't conflict with our Code, policies, procedures or the law.
6. Seek to understand and address the needs of our people and community, including those facing marginalisation, financial difficulties, or crises. We strive to offer products that are accessible to everyone, and fair systems and processes.

Your Responsibilities

1. All of our people have a responsibility to help build an inclusive environment, value diverse perspectives and identities, and foster a sense of belonging, where we demonstrate care and respect towards one another.
2. Leaders have a responsibility, holding themselves and others, accountable for our diversity commitments and implementing initiatives to achieve the measurable objectives related to our people.
3. Raise any suspected breach of this policy with our people leaders. You can also raise unacceptable conduct anonymously via the Telstra Group's Whistleblowing Service.

Breach of Policy

Compliance with this Group Policy will be monitored. If you don't comply with this Group Policy you could face disciplinary action. This may include termination of your employment or engagement. If you break the law you may also be personally liable.



Group Policy Definitions

Term	Definition
Diversity	Diversity is a broad range of attributes, experiences, skills, and perspectives. We recognise and appreciate that diversity is enhanced through representation including gender, race, ethnicity, cultural identity, nationality, age, sexual orientation, gender identity, intersex status, marital or family status, neurodiversity, religion or belief, disabilities, or socioeconomic background.
Equity	Equity acknowledges that people have unequal starting places and that there are varying levels of advantage and disadvantage in our workplace and community. It requires us to remove barriers and take account of those differences to ensure fair and accessible design of structures, systems, and processes to level the playing field.
Inclusion	Inclusion is the sense of belonging, of being valued and respected for who you are, being treated fairly, and having an equal opportunity to contribute and succeed.
Telstra Board	Refers to the Board of Telstra Group Limited

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N.B. This Policy does not form part of any employment contract and Telstra may vary, revoke or replace this Policy from time to time.