

Diversity Policy

of Legal Super Pty Ltd

This Policy documents the approach to diversity within legalsuper.

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1. Diversity at legalsuper

- 1.1 Legal Super Pty Ltd (**legalsuper**) values diversity and has adopted this Diversity Policy (**this Policy**) to articulate and promote the benefits of diversity within legalsuper.
- 1.2 Diversity comes in many forms including; gender, race, age, sexual orientation, religious beliefs, political affiliation, ethnicity and marital or family status. It also encompasses differences in backgrounds, approaches and viewpoints.
- 1.3 legalsuper believes that diversity is important to support an inclusive and collaborative workplace which values and encourages individual differences to contribute to its success.
- 1.4 legalsuper is committed to supporting and ensuring a work environment in which everyone is treated fairly and with respect, gender is not a barrier to participation, all available talent is nurtured and developed effectively, and legalsuper actively supports the professional development of its people, succession planning and recruiting practices, policies and procedures to reduce bias, both conscious and unconscious.
- 1.5 This Policy applies to legalsuper's Board (**the Board**) and all employees and should be read in conjunction with the Professional Development Policy, Staff Handbook & Employment Policies and Code of Conduct.

2. Procedures

- 2.1 The Board has delegated the management of legalsuper's operations to the Chief Executive including management of this Policy assisted by Executive Managers.
- 2.2 The processes employed to implement this Policy include the following:
 - fair and equitable remuneration and development practices which mitigate the potential for bias, both conscious and unconscious;
 - provision of flexible work practices;
 - a supportive workplace without discriminatory behaviours (including bullying, victimisation, harassment);
 - an annual report to the Board on application of this Policy;
 - fair and equitable recruitment processes; and
 - encouragement to those who provide products or services to legalsuper to apply similar principles.

3. Appointments

- 3.1 In conducting its operations and making appointments, legalsuper is very concerned to ensure

that it does not discriminate against people because of their gender, race, age, sexual orientation, religious beliefs, political affiliation, ethnicity, marital or family status or other attribute irrelevant to the person's performance. legalsuper aims to support an inclusive workplace while simultaneously having regard to the qualifications, skills and experience required to properly undertake the role involved.

3.2 In making appointments:

- recruitment and selection processes are structured so that a diverse range of candidates and the value that diversity brings such as different perspectives and ideas that help drive innovation and creativity is considered. These processes would also assist in minimising the potential for conscious or unconscious bias; and
- primacy is given to acting in the best financial interest of members (in accordance with the applicable legal obligations) and the sole consideration is to select the candidate with the necessary skills, capabilities and experience who is best capable of fulfilling the requirements of the role.

3.3 In relation to Board appointments:

- the Board engages with legalsuper's sponsoring organisations to inform them of the skills, capabilities and experience (as determined by the Board) required of any nominee to enable them to make an effective contribution to Board deliberations and processes and to the Board, collectively, having the full range of skills, capabilities and experience needed for the effective and prudent operation of legalsuper; and
- in order to ensure the Board has a full understanding of the needs of all parts of the legal community, and in the interest of the members of legalsuper, the Board seeks to achieve gender balance, age diversity, and representation of a mix of occupations within the legal community, including self-employed lawyers, employee lawyers and legal support staff.

4. Reporting

4.1 The Board will receive an annual report from Management on achievement of a diversity target of at least 40% of each gender for each of the Board and Executive Managers.

4.2 The profile of the Board and Executive Managers is disclosed to members in legalsuper's annual report and its website.

5. Review

5.1 This Policy will be reviewed at least biennially by the Remuneration & Nomination Committee

for Board approval of any amendments.

Version control:

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