



DIVERSITY POLICY

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1 Introduction

Health Dynamics Pty Ltd T/A Vibe Natural Health is an Equal Opportunity Employer and is committed to ensuring that all its employees are treated equally, free from discrimination at every stage of the employment lifecycle including:

- Employee review and selection
- Recruitment and on-boarding
- Training and development
- Reward and recognition
- Promotion and transfer
- Performance management and disciplinary action, and
- Redundancy and cessation.

Health Dynamics Pty Ltd T/A Vibe Natural Health Directors and Managerial Staff and Management sets diversity objectives, regularly reviewing and discussing diversity outcomes through a number of mediums. Health Dynamics Pty Ltd T/A Vibe Natural Health runs diversity programs and initiatives to support Health Dynamics Pty Ltd T/A Vibe Natural Health's diversity strategy and objectives and employees are encouraged to actively foster an inclusive and sustainable workplace culture.

2 Discrimination

Health Dynamics Pty Ltd T/A Vibe Natural Health is committed to providing a working environment that is free from discrimination and undertakes to ensure that employees and job applicants are not unfairly treated in comparison to others due to reasons of their:

- Gender
- Marital status
- Pregnancy
- Race / ethnicity / nationality
- Cultural background
- Political or religious convictions



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- Impairment / disability
- Age
- Family responsibility
- Family status
- Sexual orientation.

3 Health Dynamics Pty Ltd T/A Vibe Natural Health Approach to Diversity

Health Dynamics Pty Ltd T/A Vibe Natural Health recognizes the value in developing a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture that will provide sustainability for the organization into the future. We are committed to supporting and promoting the diverse backgrounds, experiences and perspectives of our people to provide excellent customer service to an equally diverse community.

Health Dynamics Pty Ltd T/A Vibe Natural Health commitment to recognizing the importance of diversity extends to all parts of our business including recruitment, talent development, skills enhancement, appointment to roles, Board appointments, employee retention, mentoring programs, flexible work arrangements, forms of leave available to employees, succession planning, Health Dynamics Pty Ltd T/A Vibe Natural Health's policies and procedures and training and development.

Our approach is underpinned by a comprehensive Diversity Strategy endorsed by our leadership team and a range of supporting policies.

These policies are:

- **Workplace Conduct** – Health Dynamics Pty Ltd T/A Vibe Natural Health is committed to eliminating all forms of unlawful discrimination, unlawful harassment, bullying and victimization of persons in the workplace. This is an important part of not only Health Dynamics Pty Ltd T/A Vibe Natural Health's legislative requirement under Australian law, but also supports our commitment to promote a workplace where all staff can work without concern of unacceptable workplace behavior impacting them.



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- **Appointment to Role** – To achieve our business objectives through our commitment to a merit-based appointment process, it is essential that capable and diverse employees are attracted, retained and assigned to roles that maximize their contribution and potential. A fair and effective process for appointment to roles is crucial to ensure we can access the broadest pool of diverse candidates, in accordance with our commitment to merit-based appointment.
- **Statement of Professional Practice** – Our profession is founded on very high standards of personal integrity and conduct, which requires absolute honesty. These guidelines reflect Health Dynamics Pty Ltd T/A Vibe Natural Health’s core values and our ethics policy.
- **Occupational Health and Safety Policy and Procedures** – The health and safety of our people, contractors and clients is essential to our future success. We are committed to providing a healthy and safe place of work.
- **Flexible Working Arrangements** – We are committed to recruiting and retaining the best talent to help us achieve our vision. This means we need to be adaptable in the way we work to meet the needs of our people and our customers. Flexible work arrangements can provide a way of recognizing and accommodating individual circumstances whilst balancing Health Dynamics Pty Ltd T/A Vibe Natural Health business requirements.
- **Leave Policy** – Health Dynamics Pty Ltd T/A Vibe Natural Health understands that our people have changing needs during different life and career stages. A range of leave options are available to employees to help them manage those changes. These may include parental leave, leave without pay, study assistance, personal/carer’s leave, volunteer support and military service leave as well as ceremonial/cultural leave.

4 Measurement and Reports

Each year Management and Health Dynamics Pty Ltd T/A Vibe Natural Health’s leadership team establish measurable objectives for achieving gender diversity, and any other aspects of diversity nominated by the Management leadership team.



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The current diversity objectives relate to:

- Diversity in leadership
- Adaptable work practices
- Diversity support
- Respect and inclusion

Management will assess the diversity objectives annually, as well as the progress in achieving the objectives. Health Dynamics Pty Ltd T/A Vibe Natural Health will disclose in each annual report the measurable objectives for achieving gender diversity and any other aspects of diversity, set by Management in accordance with this policy and progress towards achieving them.