

Diversity Policy

STAR Group is committed to providing a workplace environment where workplace participants and others in the workplace are treated with equality, respect and free from unlawful discrimination, harassment, vilification and bullying. We aim to develop a talented and diverse workforce that represents the side range of cultures in our community to benefit Star Group and provide high quality services and results.

Application

This Policy applies to employees and third parties including; contractors, subcontractors (including temporary subcontractors), customers and agents (including suppliers; manufacturers, designers and importers) that work for the Star Group, collectively referred to in this Policy as 'workplace participants'.

Objectives

The objectives of this policy are to:

- set the guidelines by which Star Group will endeavor to increase diversity throughout the company
- recognised importance of diversity and equal opportunity within the workplace
- endorse adaptable and flexible work practices that are reasonable and sustainable
- create and maintain a respectful and inclusive work environment; and
- continuously support and improve diversity and equal opportunity within the workplace.

Our Commitment

We will:

- create a supportive and understanding workplace environment in which workplace participants feel welcome, respected, heard and can reach their full potential irrespective of their background, age, gender or ethnicity.
- educate, train and support managers and workplace participants in Star Group's

commitment to diversity and their responsibilities towards enabling a diverse workforce

- ensure compliance with relevant legislation and regulations in relation to encompassing and encouraging diversity
- adopt a merit-based selection process to attract, retain and deploy employees in roles that maximises their contribution and potential
- recognise and accommodate flexible working arrangements in accordance with legislation and regulations, whilst balancing our business and operational requirements; and
- Not discriminate against workplace participants on any of the following grounds:
 - Gender, Race, Age, Ethnicity, Gender Identity, Lawful Sexual Activity; or
 - Relationship Status, Parental Status, Family Responsibilities, Breastfeeding, Pregnancy; or
 - Impairment, Disability, HIV/AIDS; or
 - Religious belief or activity, Political Belief or activity; or
 - Trade Union activity and inactivity.

Your Commitment

Take reasonable care to encourage and encompass diversity and equal opportunity within the workplace by treating others with dignity, fairness and respect. As well as to cooperate and comply with all policies, procedures and instructions.



CHRIS MULVEY

GROUP MANAGING DIRECTOR

01 July 2019