

# Barrenjoey<sup>®</sup>



## Diversity and Inclusion

Barrenjoey Capital Partners Group

February 2022

## Diversity and Inclusion

At Barrenjoey, we recognise that we can only create great ideas for our clients and positive outcomes for communities by having diverse perspectives. We also recognise that building a diverse and inclusive workplace is a continual process.

### Our commitment

We're committed to:

- Building a diverse workforce with a range of backgrounds, perspectives and ideas;
- Ensuring all our employees feel valued for their contribution and are empowered to thrive and be their authentic selves;
- Recognising and appreciating people for their uniqueness;
- Creating a safe workplace where discrimination, harassment, bullying and intimidation will not be tolerated; and
- Ensuring we provide opportunities that support the advancement of women.

### Our objectives

We aim to:

- Embed the principles of diversity and inclusion in all people-related policies, processes and programs to ensure the fairest standards:
  - Provide equal access to opportunities and future skilling
  - Maintain pay equity for like roles and performance
- Offer LGBTQI+ awareness training at least yearly;
- Advocate respectful and inclusive behaviour;
- Achieve and maintain diversity across our workforce including in our our cadet, intern and graduate intakes;
- Increase the number of women in senior positions by fostering a culture of sponsorship to create pathways;
- Have more than 30% women on our Board;
- Promote the importance of good mental health through awareness and education activities and by increasing mental health first aiders; and
- Encourage and facilitate flexible working across all teams.

**Diversity** is where people with different backgrounds, experiences and perspectives come together. **Inclusion** is recognising and respecting this diversity, to create an environment where everyone can succeed.

### Responsibility across all parts of Barrenjoey

All employees are responsible for creating a respectful and inclusive culture and valuing the diverse ideas and perspectives of others.

Our Leadership Team is accountable for delivering on our diversity and inclusion commitments. All staff are responsible, collectively and individually, for setting the standard and leading by example.

Our Diversity and Inclusion Committee is responsible for inspiring and embedding diversity and inclusion in our workplace. The Committee gives our people a voice and is responsible for prioritising activities, progressing initiatives and participating in industry memberships and events.

### Our diverse teams

Over the last 12 months, we have invited applicants across all cultures, races, ethnicities, genders, sexual orientations, disabilities, beliefs, generations, backgrounds and experiences. To date, we have recruited people from over 92 organisations. For privacy reasons, we are not yet able to provide more detail beyond gender and age.

### Key representation statistics

Women in our workforce (as at Jan 2022)	
Board of Directors	25%
Executive Committee	22%
Partners	17%
Barrenjoey workforce	34%

## Diversity practices

### Education and awareness

Awareness and education are key to helping us become a more inclusive and diverse workplace.

We are putting in place a diversity calendar with the purpose of promoting the positive impact a diverse workforce can have on Barrenjoey, our clients and communities more broadly. We will celebrate days that foster: Indigenous and cultural awareness, such as Harmony Week and NAIDOC Week; LGBTQI+ pride and inclusion days such as Wear it Purple Day; good mental health such as R U OK? Day and a Mental Health First Aid program; and the advancement and support of women on International Women's Day.

We are also implementing a range of training programs to support diversity and inclusion, including unconscious bias training.

### Attracting, retaining and developing women

Our initiatives are designed to assist with career planning, development, exposure to opportunities and senior leadership.

Through our extensive professional network, we are providing women with access to senior business leaders and to group events. Mentoring is offered by matching women with senior business leaders on a 1:1 basis. We also have a focus on balanced hiring at all levels.

We are an Emerald Member of Women in Banking & Finance, a not-for-profit focused on increasing the representation of women in our industry.

### A gender inclusive work environment

We have all gender restrooms at our offices for both employees and visitors.

### Flexibility matters

We encourage employees to balance work with other important responsibilities in their lives because we know it improves wellbeing and performance. Flexibility means different things to different people, so our approach is flexible – for example working different hours or working from home.

## The power of parental leave

We believe Barrenjoey plays a critical role in the lives of new parents and we've designed our parental leave with the needs of different families in mind. Our policy is gender neutral and offers primary and secondary carer leave, with eligibility starting from day one of employment. We offer further support with return-to-work such as phase back and bonus payments to assist with childcare costs and we continue superannuation payments for the duration of the parental leave period, up to 12 months.

### Just ask!

We know that having policies is not enough. There are times when we need to accommodate situations that we haven't already considered. We actively promote a 'just ask' culture so employees can ask us when they need additional support or leave.

## Supporting young people

### Professional Cadetships Australia (PCA)



At Barrenjoey, we believe in helping young people find a career they're passionate about. That's why we've partnered with PCA to offer paid work opportunities for current Year 12 students. We're excited that our first cohort of cadets joined Barrenjoey in February 2022 and we'll soon be opening applications for the next round.