

# Diversity Policy

Diversity encompasses concepts of acceptance and respect regardless of an individual's race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It means understanding that each individual is unique.

The **Transurban vision** is to: "Strengthen communities through transport".

Our **Diversity vision** is to: "Strengthen the Transurban community through inclusion, respect and valuing difference."

Transurban's workforce is made up of individuals with diverse skills, values, backgrounds, experiences and needs. Transurban values this diversity and recognises the organisational strength, opportunities for innovation and other corporate benefits that it brings.

Transurban believes that genuine diversity drives strategic advantage and contributes to the achievement of its corporate objectives. It enables Transurban to attract people with the best skills and attributes, and to develop a workforce selected from all available talent, whose diversity reflects that of the customers and communities Transurban serves.

To reach our vision we are committed to the following:

- Creating an environment in which all employees are treated with fairness and respect, and have equal access to opportunities at work. Transurban has, and will continue to develop, practices, programs and initiatives to support and assist with improving diversity at all levels of the business.
- Ensuring a supportive, harassment-free and inclusive workplace;
- Developing a corporate culture that embraces diversity, and in which differences are valued, respected and fostered;
- Maintaining workplace structures, systems, policies and procedures that help employees balance their work, family and other responsibilities;
- Diversity is embraced in appointment / recruitment activities at all levels, and the workforce is reflective of the communities we operate within;
- Ensuring all employees are paid equitably; and monitoring this on a regular basis;
- Ensuring all employees have the ability to contribute and access opportunities based on merit;

- Employment decisions are transparent, merit-based, equitable and procedurally fair;
- Employee engagement and morale are maintained at the highest level.

## Diversity objectives

The Board will establish measurable objectives for achieving diversity that are linked to Transurban's circumstances. The Board will assess these objectives annually, as well as progress in achieving them.

Transurban will report annually to security holders on its diversity profile to facilitate greater transparency and accountability in relation to this policy and the objectives set by the Board.

Our diversity strategy consists of core enablers which are fundamental to achieving progress across the broader focus areas of:

- Inclusion
- Cultural diversity
- Flexible work practices
- Gender diversity

Our continued success depends on genuinely living the values of:

- Integrity
- Collaboration
- Accountability
- Ingenuity
- Respect

Supporting diversity in the workplace is everyone's responsibility. Our effectiveness in diversity will be continuously monitored to ensure we achieve our vision.



**Scott Charlton**  
Chief Executive Officer

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