

# Diversity, Equity & Inclusion Policy

Sequana Partners is committed to creating a safe work environment where all employees are included, treated with dignity and respect, and placed in positions to contribute to our future success. Our Diversity, Equity & Inclusion Policy is our cultural blueprint that provides a framework for new and existing initiatives and policies across Sequana Partners. This policy underpins the way we build relationships within our teams and set our expectations for their behaviour. It also guides our Board of Directors, management, subcontractors and partners in how to achieve a truly diverse, equitable and inclusive culture.

## Sequana Partners is committed to:

- Providing equal opportunity employment;
- Creating, managing, and valuing diversity in our workforce;
- Providing a safe work environment; and
- Fostering a culture of belonging where all employees are included, treated with dignity and respect, promoted on their merits, and placed in positions to contribute to our future success.
- Supporting Victorian Government Policy and social objectives.

## Sequana Partners will strive to provide and maintain:

- A diverse workforce and recognize and respect qualities including gender identities, age, race, ethnicity, national origin, culture, religious or political beliefs, language, education, socioeconomic background, family or relationship status, sexual orientation, genetics, and/or disability.
- Creating and fostering cultures that are inclusive and where difference is valued
- Value diversity of perspectives including differences in personality, life and work experience, skills, and ways of thinking and working.

## Sequana Partners in practice:

For us, **Diversity** is all about recognising and valuing the contribution of people with different backgrounds, experiences and perspectives. It is the collective mixture of similarities and differences that includes individual characteristics, values, beliefs, preferences, and behaviours. We honour and value diversity because it strengthens the company and fosters innovation and creativity, which in turn, improves performance. A diverse work environment enhances inclusivity and the feeling of belonging of our staff.

**Equity** reflects our commitment to supporting our people and providing consistent and systematic, fair and impartial treatment for all employees. We commit to challenging biases that limit equity within Sequana and ensuring that all employees are educated about the resources available to them in support of their goals and success.

**Inclusion** is the achievement of a work environment in which all of our people's differences are welcomed and respected, where they are treated fairly with equal access to opportunities and resources, so they can contribute fully to the organisation's success.

**Belonging** relates to our employees' sense that they are welcomed, accepted, valued, and empowered for their diverse backgrounds and experiences. An inclusive work environment helps foster a strong sense of belonging.



Frank Fisseler  
Managing Partner  
Sequana Partners Pty Ltd  
28 Sept 2022



Mike Walsh  
Managing Partner  
Sequana Partners Pty Ltd  
28 Sept 2022