

Diversity Policy of Legal Super Pty Ltd

This Policy documents the approach to diversity within legalsuper

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1. Diversity at legalsuper

- 1.1 Legal Super Pty Ltd (**legalsuper**) values diversity and has adopted this Diversity Policy (**this Policy**) to articulate and promote the benefits of diversity within legalsuper.
- 1.2 Diversity comes in many forms including; gender, race, age, sexual orientation, religious beliefs, political affiliation, ethnicity and marital or family status. It also encompasses differences in backgrounds, approach and viewpoints.
- 1.3 legalsuper believes that [diversity] is important to create an inclusive and collaborative workplace which values individual differences and encourages individual differences to contribute to the success of legalsuper's operations.
- 1.4 legalsuper is committed to supporting and ensuring a work environment in which everyone is treated fairly and with respect, gender is not a barrier to participation, all our potential available talent is nurtured and developed effectively, and legalsuper actively reviews its professional development, succession planning and recruiting practices, policies and procedures to reduce bias, both conscious and unconscious, on a regular basis.
- 1.5 This Policy applies to legalsuper's Board (**the Board**) and all employees and should be read in conjunction with the Staff Handbook & Employment Policies and Code of Conduct.

2. Procedures

- 2.1 The Board has delegated the management of legalsuper's operations to the Chief Executive. Pursuant to this delegation, the Chief Executive is responsible for management of this Policy and is assisted by the Executive Management Team.
- 2.2 The processes employed to implement this Policy include the following:
- fair and equitable remuneration and development practices which mitigate the potential for bias, both conscious and unconscious;
 - provision of flexible work practices;
 - a supportive workplace without discriminatory behaviours (including bullying, victimisation, harassment);
 - an annual report to the Board on application of this Policy;
 - fair and equitable recruitment processes; and
 - encouragement to those who provide products or services to legalsuper to apply similar principles.

3. Appointments

- 3.1 In conducting its operations and making appointments, legalsuper is very concerned to ensure that it does not discriminate against people because of their gender, race, age, sexual orientation, religious beliefs, political affiliation, ethnicity, marital or family status or any other factor irrelevant to the person's performance or proposed role.
- 3.2 In making appointments, the Board or Management (as the case may be):

- aims to conduct recruitment and selection processes that are structured so that a diverse range of candidates are considered and the potential for conscious or unconscious bias is minimised; and
- gives primacy to acting in the best interest of members (in accordance with their legal obligations) and their sole consideration is to select the candidate with the necessary skills, capabilities and experience and who is best capable of fulfilling the requirements of the role.

3.3 In relation to Board appointments:

- the Board engages with legalsuper’s sponsoring organisations seeking that they have regard to the skills, capabilities and experience (as determined by the Board) required of any nominee to enable them to make an effective contribution to Board deliberations and processes and to the Board, collectively, having the full range of skills, capabilities and experience needed for the effective and prudent operation of legalsuper; and
- in order to ensure a full understanding of the needs of all parts of the legal community, and in the interest of the members of legalsuper, the Board also aspires to achieve gender balance, age diversity, and representation of a mix of occupations within the legal community, including self-employed lawyers, employee lawyers and legal support staff.

4. Reporting

4.1 The Board will receive an annual report from Management on the [Fund’s performance against its diversity target of at least 40% of each gender represented] in each of the Board and Senior Management.

4.2 At the date of this Policy, 50% of each gender is represented on the Board, and 40% of the Executive Management Team is female. In addition, the Board includes self-employed lawyers, employee lawyers and legal support staff.

4.3 Information about the composition of the Board and Executive Management Team is disclosed to legalsuper’s members in legalsuper’s annual report and on its website.

5. Review

5.1 The Remuneration & Nomination Committee oversee the implementation of this policy.

5.2 This Policy will be reviewed at least biennially by the Remuneration & Nomination Committee for Board approval of any amendments.

Version control:

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