

DIVERSITY AND INCLUSION COMMITMENT STATEMENT

IP Australia is committed to:

- valuing diversity, and to ensuring a diverse and inclusive work environment for all workers. In doing this, we acknowledge that a range of interconnected measures are required to create a culture in which employees can thrive, and
- contributing to delivering an APS workplace culture that builds respect, fosters inclusiveness and promotes diversity.

This commitment is based on the following principles:

- **Engage** – Engage our workforce in a way that ensures all people have equitable access jobs, opportunities and conditions in the workplace based on merit.
- **Inform** – Inform our workforce of their rights and obligations to provide a safe and healthy workplace where all people are treated with dignity and respect.
- **Support** – Support our workforce to achieve their potential and contribute their knowledge, skills and abilities to achieve IP Australia’s strategic outcomes and provide benefit to the community.
- **Celebrate** – Celebrate diversity and inclusion in our workplace and recognise the achievements and contributions of all IP Australia employees.

IP Australia’s commitment to ensuring diverse and inclusive workplaces will be achieved by:

- Senior leaders actively and visibly promoting diverse and inclusive workplaces, including promoting and effectively managing flexible ways of working
- Actively and publicly promoting IP Australia as a champion of diversity and inclusion in external fora and media
- Setting measurable and meaningful objectives and targets for diversity and inclusion outcomes, taking into consideration IP Australia’s business objectives and the wider environment
- Developing and implementing a Diversity and Inclusion Action Plan to meet these objectives and targets, through a range of tailored programs and initiatives
- Considering diversity and inclusion risks and opportunities when implementing any updates or reviews of existing systems and practices
- Educating and holding all workers to account in understanding and complying with their ethical and legal role and responsibilities to maintain an environment that is safe, respectful and productive and where everyone has the right to be treated fairly
- Consulting with workers, and their representatives where appropriate, on the development and implementation of the Diversity and Inclusion Action Plan
- Providing sufficient resources to support IP Australia’s diversity and inclusion objectives and initiatives
- Developing the organisational and leadership capabilities required to integrate inclusion into the way we work and how we do business; and
- Reviewing the Diversity and Inclusion Strategy every three years

I encourage all of you to engage with IP Australia’s Diversity and Inclusion Strategy - be inclusive, informed, supportive and celebrate!

Michael Schwager

Director General IP Australia