



## Diversity and Inclusion

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Diversity and Inclusion encompasses acceptance and respect. At Aurora Resourcing and Talent, we seek-out top talent regardless of age, disability, gender, marital status, nationality, ethnicity, religion or sexual orientation.

### What is Diversity and Inclusion?

Workplace diversity refers to the diverse perspectives and contributions that individuals bring to their work because of their unique mix of attributes, preferences, and experiences, including age, disability, gender, ethnicity, working style, education, life experience, sexual preference, geographical location, cultural background, religious belief, marital status, and carer responsibilities.

### The Importance of Diversity

A diverse and inclusive workplace harnesses the potential of every employee by recognising and respecting individual differences and perspectives. A diverse and inclusive workplace enables people to fully participate in their work and creates a productive and positive work culture, increasing the ability to attract and retain the best talent from the widest pool of candidates to deliver top performance. Research indicates that successfully harnessing diverse thinking and working styles contributes to innovation and superior long-term sustainable outcomes.

We are committed to leveraging the diverse backgrounds, experiences, and perspectives of our people to provide excellent customer service to an equally diverse community.

### The Aurora Resourcing and Talent Approach to Diversity

Promoting diversity in the workplace is a priority for Aurora Resourcing and Talent. We recruit people from a variety of cultures, races, gender, religions, national origins, ages, physical and cognitive capabilities, sexual orientations etc., and we have an internal culture that screens applicants based on their skills and capabilities, not based on preconceived ideas or bias.

Aurora Resourcing and Talent encourages a diverse and inclusive workplace where people can succeed regardless of gender, age, cultural or religious background, marital or family status, disability, sexual orientation, or gender identity. Our commitment to diversity is reflected in our policies and employment practices, including recruitment, retention, training and development, remuneration, talent identification and development, succession planning and flexible work arrangements.