



POLICY OF DIVERSITY AND INCLUSION

ALABC's Diversity and Inclusion Policy

The Australia-Latin America Business Council (ALABC) is committed to a business environment between Australia and Latin America that is as diverse as the community it serves.

This commitment involves working across cultural, institutional, societal and organisational factors with our members, industry partners, government agencies, academia and the broader community to raise the importance of diversity and inclusion in the business environment between Australia and Latin America.

ALABC will seek to have not less than 30% of each gender on its Board of Directors and will facilitate equal diverse and inclusive representation and participation in all the activities organised by ALABC or that we are a partner of. In line with this ALABC will strive to ensure all activities in which ALABC is involved in will have at least 25% participation by a gender opposite to the majority involved, respectful that diverse individual characteristics most of the time are kept privately, including religion, socio-economic status, physical abilities, sexual orientation, etc.

Reporting on these targets on an annual basis will be included in ALABC's Annual Report.

Although the Board retains ultimate accountability for this Policy and sets the tone for ALABC, The Board has delegated responsibility for implementation to the Chief Executive Officer and ensuring compliance with the Policy during day to day activities.

What diversity means to us

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds, qualifications and experience, and also differences in approach and viewpoints. It includes factors such as gender, age, race, disability, ethnicity, marital or family status, religious or cultural background, socio-economic background, sexual orientation, gender identity, sexual preference, language and other areas of potential difference.

Signed:

A handwritten signature in black ink, appearing to be 'Richard Andrews', followed by a horizontal line extending to the right.

Richard Andrews
Chairman
Australia Latin America Business Council

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