

Diversity and Inclusion Policy

September 2025





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AGL People and Culture: Diversity and Inclusion Policy	
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About this Policy

Purpose

AGL respects and values the diversity of its employees, customers, stakeholders and shareholders and is committed to finding ways to actively support and encourage a diverse and inclusive workplace now and in the future. This policy describes AGL's approach to diversity and inclusion and how these attributes are promoted and embedded in AGL workplaces.

Scope

This policy sets the standard of responsibility required of every director, employee, consultant and contractor working at AGL or any of AGL's subsidiaries (collectively, **AGL**). In this policy, all of these workers are referred to as "AGL People" or "our People". This policy applies to all aspects of employment, including recruitment, selection, promotion, talent management, secondments, training and development, remuneration, benefits and performance management.

Overview

The Diversity and Inclusion Policy provides a framework to embed and support a diverse and inclusive workplace for all of our People.

There are differing views about many issues at AGL, and we respect individual opinions and diversity of thought. We encourage active, respectful debate and discussion on all matters.

Where there are matters of national significance, or an intersection with AGL's core business and customers, we will seek to understand views and provide resources to raise awareness and educate our People.

We recognise that by valuing diversity and inclusion, AGL will have a better understanding of, and engagement with, the customers we serve, our People, and the communities in which we operate.

Our Commitments

Gender Commitments

AGL's long-term commitment and approach to achieving gender equality is an important part of our inclusion strategy – and will help us play a role to create a more gender equal future. AGL will proactively address gender equality through activities including:

- Continuing to monitor and improve gender composition across the organisation and of governing bodies using appropriate measures
- Continuing to measure the gender pay gap annually and take action to reduce the gender pay gap
- Continuing to monitor, review and implement changes that support equal workforce participation and equal caring responsibilities
- Consulting with employees on gender equality issues to help AGL to understand employee experience and take meaningful action and generate solutions that create impact to the organisation
- Continuing to measure policies, strategies and actions to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination in the workplace.

Diversity Commitments

AGL is committed to removing barriers to workforce participation and has stated objectives to focus areas described in our D&I strategy including Caring, Cultural Identity, Disability, First Nations, Gender and LGBTQ+. AGL will proactively address diversity through activities including:

- Continuing the work of the Inclusion Council (**the Council**). The Council acts as a consultation and advisory committee to drive AGL's overarching D&I Strategy and is the governing body of AGL's Employee Networks
- Continuing to develop the skills and capabilities of our People to deliver on our strategy and empower our People to grow
- Ensuring diversity is a priority in talent management practices to recruit, promote and retain diverse talent which aims to increase representation of disadvantaged or under-represented groups when agreed as necessary to improve our diversity
- Implementing initiatives and programs to build awareness of diversity and capabilities in inclusive relationships that improve inclusion, empower our People and aims to develop a broader and more diverse pool of skilled and experienced AGL People.

Inclusion Commitments

AGL values the diversity of our People, customers, shareholders and communities. AGL is committed to creating an inclusive culture ensuring that we set appropriate behavioural standards and are clear about AGL's expectations to create a workplace free of discrimination, harassment, sexual harassment, victimisation, vilification, bullying and other unlawful behaviour.

Relationship to other AGL documents

This policy should be read in conjunction with other AGL documents that define and support AGL's commitment to a diverse and inclusive workplace and the expected behaviour and conduct of our People. These include:

- [AGL Code of Conduct](#)
- [AGL Purpose and Values](#)
- [Flexible Working Guidelines](#)
- [Permanent Recruitment and Selection Policy](#)
- [Performance and Development Review \(PDR\) Guidelines](#)
- [Personal Carer's and Compassionate Leave Policy](#)
- [Workplace Issues Resolution Guidelines](#)
- [Reasonable Adjustment Guidelines](#)
- [Family and Domestic Violence Support Policy](#)
- [AGL Gender Identity and Gender Affirmation Support Guidelines](#)
- [AGL Pregnancy Guidelines](#)
- [Breastfeeding Policy](#)
- [Parental Leave Policy](#)
- [Workplace Behaviour Policy](#)
- [D&I Strategy](#)

Reporting and Compliance

Reporting

AGL monitors its performance in the areas of diversity and inclusion using appropriate measures and targets. Metrics we report on may include:

- Remuneration data
- Retention and promotion statistics for gender

- Employee listening survey results for underrepresented or disadvantaged groups
- Exit interview information
- Succession pipeline data
- Other diversity metrics including data for under-represented or disadvantaged groups.

Progress is reported to, and discussed in various forums, including the Council, Executive Team and the People & Performance Board Committee. AGL's People & Performance Board Committee will establish measurable objectives for achieving gender diversity each year.

In addition, AGL reports its gender diversity objectives and progress in achieving them, as well as the proportion of female employees in the organisation, at Executive Team level and on the AGL Board, in AGL's Annual Report.

Leaders and employees have a responsibility to complete compliance training, role model inclusive relationships and respectful behaviours, create opportunities for inclusion, empower people to share stories and celebrate diversity.