

## **Diversity Policy statement**

### **OVERVIEW**

ASA recognises inclusivity and respect for diversity is an important foundation of fair dealing and ethical operations. Inclusion refers to ensuring that current, future, and potential employees and members have equality of opportunity in the organisation without any barriers or obstacles as a result of their gender, geography, ethnicity, age, sexual orientation, or religion. Diversity extends to ways of thinking and ways of working.

ASA recognises the importance of diversity and inclusion in driving long-term sustainable business practices and better decision making by boards.

### **PURPOSE**

ASA is committed to ensuring we have a diverse workforce and an inclusive environment conducive to respect and substantive equality in the appointment of staff, board, committee members and volunteers, which welcomes a diverse membership base which is reflective of the wider communities we operate in.

### **SCOPE**

This policy applies to employees, directors, and volunteers of ASA.

### **POLICY**

The directors, CEO, staff, and volunteers will promote a culture where people feel safe, respected, included, and valued. We will create a positive and productive membership organisation, where people are set up to succeed in their contribution to the ASA mission.

ASA will encourage monitored companies to aim for gender balance on their board as well as other measures of diversity.

### **REVIEW**

Policy to be reviewed at 1 year.