POL-003

Leading People Policy



Big Yellow Pty Ltd employs a diverse and professional team across the business who are skilled at their work and committed to being fair minded, accommodating and leaders in their own right.

Objectives

Our objectives are to:

- Provide a fair and flexible workplace where individual skills will drive performance, innovation and achievement
- Be culturally diverse and supportive of local communities
- Encourage leadership from all people where the expectation of respect and integrity irrelevant of beliefs, gender and culture is normal practice
- Ensure recruitment procedures are fair, valid and reflect our belief of employing and paying a diverse
 pool of people irrelevant of culture, religious beliefs, gender or any other demographic in the manner
 reflecting the position being held
- Encourage the employment of Indigenous persons

Strategies

Achievement of Big Yellow's objectives will be pursued through:

- Leadership practices showing encouragement, kindness with the push to remove discrimination and show equality and fair treatment
- Good communication with fair treatment in the recruitment process by selecting the right person and the right training for the role along with upskilling options becoming available.
- The alignment of recruitment processes to ensure that role requirements and legislative standards are met
- Open and clear management of issues that arise ensuring that dispute resolution procedures are followed, and communication is open with fair treatment processes in place
- Encouraging local residents to apply for positions and careers within Big Yellow

Reviewed and approved

Chief Executive Officer Next Review 31 March 2023