



PricewaterhouseCoopers Australia

Diversity & Inclusion Policy

March 2025



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1. Purpose

At PwC, we continue to create an inclusive workplace where everyone feels valued, respected and safe. Each one of us brings unique identities, backgrounds, skills and experiences, which contribute to our collective strength, empowering us to build trust and deliver sustainable outcomes. Our Diversity and Inclusion policy sets clear objectives to support both our people and clients by fostering a culture of belonging, free from all forms of discrimination, bullying and harassment.

2. Who does the policy apply to?

All partners, employees and independent contractors (including subcontractors).

3. What is the purpose of this policy?

The policy outlines our commitment to creating and maintaining a diverse and inclusive workplace and holding ourselves accountable as a firm and as individuals.

4. What are PwC Australia's Diversity & Inclusion objectives and driving principles?

We are committed to providing equal **opportunities** for all our people, bringing together diverse experiences and perspectives at all levels of PwC Australia. We achieve this by:

- Integrating **inclusive equity principles** into our systems, processes and practices including when recruiting, retaining, rewarding and developing our people.
- Fostering a **safe, respectful and inclusive workplace** where bullying, discrimination, harassment, sexual harassment and sex-based harassment are not tolerated.
- Investing in **inclusive leadership to foster psychologically safe teams** while providing tailored mentoring and leadership programs for historically excluded and underrepresented groups.
- Emphasising our **shared responsibility to act as effective bystanders** when witnessing behaviour misaligned with PwC values and our Code of Conduct, while empowering and educating our people to take action.
- **Supporting flexible work** to empower our people to balance their personal and professional lives, accommodate diverse needs and foster a supportive, inclusive environment crucial for attracting and retaining top talent.
- Working to close **PwC's gender and diverse cultural background pay gaps** and continuing to monitor and share results publicly.

- **Setting measurable diversity objectives**, approved by our Governance Board, across our Workforce, Partnership, Management Leadership Team (senior executives) and our Governance Board (which is made up of appointed independent non-executive members and elected partner members).
- Continuing to **monitor our progress** against these objectives and **reporting this to our governance Board and in our annual report**. We recognise that our performance against these objectives may fluctuate from time to time as a result of a number of factors.
- Reviewing our D&I Strategy on annual basis.
- Reviewing and implementing policies to attract and retain talent by ensuring equal opportunities for all, including gender-neutral parental leave and support for those affected by domestic and family violence.
- Implementing our Access and Inclusion plan to support and empower people with disability by providing accessible environments and making reasonable adjustments.
- Developing our PwC Australia First Nations strategy to advance First Nations impact, engagement and initiatives.
- Engaging with our people in multiple ways to secure their input to help us achieve positive, ongoing change, while providing forums and employee diversity networks that connect, inspire and empower our people.
- Providing a clear statement of the roles, responsibilities and accountability of those in leadership roles charged with supporting Diversity & Inclusion.

5. Related Internal Documents

- One Firm Strategy
- Compassionate Leave Policy
- Diversity & Inclusion (Belonging) Strategy
- Dressing for Work Policy
- Domestic and Family Violence and Sexual Assault Policy
- First Nations Cultural Leave Policy

- Floating Public Holidays Policy
- Gender Affirmation/Transitioning Support Policy
- Miscarriage Leave Policy
- Parental Leave Policy
- Personal/Carer's Leave Policy
- Reasonable Workplace Adjustments Policy
- Sexual Harassment and Related Conduct Policy
- Together Anywhere Flexible Work Policy
- Workplace Behaviour Policy

6. Related External Documents

- PwC Code of Conduct
- PwC D&I website
- PwC Global Inclusion First Strategy
- Global Human Rights Policy

7. Policy Review

This policy will be reviewed annually by the Chief People Officer. This version: 6 March 2025.



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