

Diversity and Inclusion Principles

At our core, WiseTech is a diverse and inclusive company. We embrace and respect our people for their individuality, creativity, and innovation, and we recognize that our differences are what help us thrive. We believe people work more productively in diverse workplaces, and that diverse teams unlock innovation. Inclusion is where belonging happens, and belonging is fundamental to our sense of wellbeing.

These principles are underpinned by WiseTech's [credo, mantras and values](#), which are our deeply held beliefs and the fundamental forces that drive us forward every day.

Our principles

Our principles are designed to promote a culture that values and achieves diversity and inclusion (D&I) in our workforce and on our Board, and guide how we integrate D&I considerations into the way we work:

- We value diversity in all forms and embed the importance of D&I within our culture by integrating D&I considerations into the decisions we make and the actions we take
- We take a zero-tolerance approach to discrimination, harassment, vilification, and victimization
- We are committed to increasing female representation at all levels in our workforce and in our industry with the goal of closing the gender pay gap
- We support programs that build the diversity of qualified candidates and ensure our recruitment, selection, and promotion practices at all levels, including Board appointments, are structured to consider diversity, talent and competency
- Our hybrid and flexible working model supports the diversity of our workforce, and we encourage a genderless approach to the use of team member benefits. We provide opportunities for those on periods of extended leave to maintain their connection with our business (without any obligation to do so)
- We routinely review, improve, and optimize our People processes to guard against any conscious or unconscious biases and ensure we are guided by the principles of merit and fairness
- We measure and manage D&I performance and are committed to transparent disclosure in line with laws, regulations or agreed practice

Our mantra of 'creative abrasion' is about testing and challenging ideas to improve and validate them and is not in conflict with these principles. The debate of ideas should be calmly spoken, logical and respectful and should never involve criticism of people or groups.

Our D&I Principles apply across our global businesses and must be adhered to by all parties acting for, or on our behalf. Senior Management and business leaders role model our D&I principles, and our people are accountable for ensuring the successful promotion of all aspects of D&I within the workplace.

The WiseTech Global Board oversees the organizational practices, including setting measurable objectives, to support D&I in accordance with these Principles.

This document will be reviewed annually, and any required changes will be discussed by the Board and/or the People & Remuneration Committee.

Related policies and procedures

- [Respect & Dignity at Work Policy](#)
- [Grievance Handling Process and Procedures](#)