

Diversity, Equity & Inclusion Policy

1 Purpose

This policy outlines our commitment to diversity, equity and inclusion at REA Group, how we will achieve those objectives and how we plan to measure progress towards these goals.

It guides us to operate in ways that demonstrate the value that diversity brings to REA Group, and ensure we work and connect with people and communities in ways that are fair, accessible, flexible, inclusive and equitable. It will also ensure our ways of working are lawful and free from discrimination, bullying, harassment or victimisation.

This policy will support us to achieve the following objectives:

- Implement strategies that will attract, develop and retain a diverse workforce; and help us to become an employer of choice for people from underrepresented diversity groups and with diverse backgrounds.
- Build a culture of inclusion that will ensure REA Group employees feel connected, accepted and respected; and where people feel safe to be authentic and true to themselves in the workplace.
- Develop strategies that will ensure all REA people have equitable access to opportunities to participate and contribute to the success of our business; and where people are equitably rewarded and recognised for their efforts.

2 Scope

This policy applies to all REA Group directors, employees, contractors, consultants and visitors working for the REA Group Australia, and is applicable in the following settings:

- In the workplace during and outside of normal working hours;
- When participating in work activities in-person or when remote, interstate or overseas;
- At work-related events, including conferences and social functions; and
- When representing REA Group in an external setting, including meetings, conferences, events and social media.

3 What is Diversity, Equity and Inclusion at REA?

At REA Group, diversity relates to the mix of people in our organisation who have differences in identity, representation and lived experiences.

It includes anything that can impact people's feelings of difference or inclusion, including diversity of thought and expression, experiences, education, religion, race, ethnicity, languages spoken, gender identity, sexual orientation, disability, age, and many others.

Every person experiences REA and the world in a unique way which has an influence on their contribution to our business. By creating an environment where diverse people can work together in ways that demonstrate inclusion and equity, we can enable sustainable high performance and support the wellbeing of our people.

To create a culture of inclusion we need to ensure REA Group people feel respected, connected and able to contribute; and that all people have access to the unique set of tools and resources they need in order to fulfil the duties of their role and grow their careers – this is how we will achieve equity in access to opportunity.

4 Why focus on Diversity, Equity and Inclusion at REA?

At REA Group it is the unique lived experiences of our people that allow us to create better outcomes for our customers, consumers, clients and communities by designing solutions that represent the needs of more people.

The different ways our people think and work also allow us to operate in agile and innovative ways where we can reimagine what's possible. This supports us to maintain the sustainable performance of our business, and deliver long-term shareholder value.

Diversity, Equity and Inclusion also plays an important role in shaping the culture of REA Group, and impacts the way our people feel about their work, teams and satisfaction with REA as an employer.

5 How do we create a culture of Diversity, Equity and Inclusion at REA Group?

Our approach to Diversity, Equity and Inclusion is aligned to the REA Group strategy, including enterprise Objectives and Key Results (OKRs). It also relates to the business' values, cultural goals and enterprise competency framework.

These frameworks are supported by a strategy that aims to:

- Build awareness for topics relevant to diversity;
- Build a culture of inclusion; and
- Attract, retain and grow diverse talent.

These three pillars will enable us to engage employees to work effectively together to deliver high impact results that contribute to the business' achievement of its strategic goals.

Encouraging inclusive behaviours

All employees at REA Group are expected to contribute to an organisational culture that is collaborative, supportive and one in which diversity is respected and valued. Our leaders are accountable for leading and supporting their teams in a way that fosters and embraces the unique qualities of each team member, while also living our company values. To reinforce this, our People Leader competency framework includes expectations around psychological safety and inclusion.

Listening to our employees

We maintain a number of different feedback forums that give our people regular opportunities to share their ideas, opinions and feedback about their experiences as an employee of REA Group.

This includes:

- Our annual Employee Engagement Survey
- Our bi-yearly Culture Check-In

- The Great Place to Work Trust Index Survey
- The Diversity Council of Australia Inclusion @ Work Index (completed 2021)

Survey questions allow people to share their experiences with inclusion, psychological safety, trust, and equity of opportunity, and responses help us to determine priorities for DEI at REA Group, and shape strategies to address areas of greatest need.

Inclusive talent management practices

We understand that every person who applies for a role at REA Group performs differently in different settings, and that flexibility in our approach to assessing talent is needed in order for us to identify the best person for a role.

Our recruitment practices give applicants choice over how and when they interview for a role and complete relevant tasks, and applicants are given opportunities to share accommodation or accessibility needs that will help them to perform at their best.

Our Diversity, Equity and Inclusion strategy includes training for talent partners around inclusive recruitment practices to help remove bias from our assessment processes and allow us to build a diverse talent pipeline.

Enabling inclusive work practices

We offer flexible working arrangements at REA Group to support the unique needs of our employees and support them to manage their personal and work priorities, and wellbeing. These arrangements are accessible to all people, regardless of gender, age or life circumstances.

We also offer policies to support people with different goals, priorities and life stages, including purchasing annual leave, gender agnostic parental leave, bonus leave and flexible scheduling.

6 Our Commitment to Diversity at REA Group

The REA Group Board of Directors and Executive Leadership Team are committed to eliminating gender imbalances that exist within the organisation. To achieve this, we have committed to setting a target each year for a pertinent metric, with the FY24 target being a minimum percentage of women across the REA Technology community.

This target will be assessed annually to ensure their suitability and measure our progress towards achieving them. Our progress will be reported annually in the REA Group Annual Report, Corporate Governance Statement and Sustainability Report, which are publicly available on the REA Group website.

7 Related Policies

Related policies which should be read in conjunction with this policy are:

- Code of Conduct
- Equality in Employment Policy
- Social Media Policy
- Manager Support Guidelines for Domestic Violence
- Whistleblower Policy
- Consequence Management Framework