



People and Culture Policy – Empowering our People

The People & Culture Policy describes Stanmore’s ongoing commitment to empower our people. Our Values, Behaviours Framework and Code of Conduct are fundamental to how we work together fostering relationships in an inclusive environment to drive an entrepreneurial, innovative and results driven culture.

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1. TERMS AND DEFINITIONS

In this Policy:

Behaviours Framework:	means Stanmore Values and Behaviours Framework
Code of Conduct:	means Stanmore Code of Conduct
Values:	means Stanmore Values

2. SCOPE

The People & Culture Policy describes Stanmore's ongoing commitment to empower our people. Our Values, Behaviours Framework and Code of Conduct are fundamental to how we work together fostering relationships in an inclusive environment to drive an entrepreneurial, innovative and results driven culture.

This policy applies to all Stanmore Directors and Team Members.

3. PRINCIPLES

We strive to empower our people through the following principles. Stanmore:

- Is committed as our number one priority to ensuring the physical, psychological and social safety of our people.
- Promotes a culture that is diverse, equitable and inclusive to ensure equal opportunity and unbiased treatment for all and people are enabled to reach their full potential.
- Utilises proven solutions for our work practices and systems, avoiding unnecessary bureaucracy and innovating where required.
- Bases our recruitment, selection and promotion decisions on merit and performance as the fundamental basis.
- Encourages team members to work with their leader to identify capability and development opportunities to achieve personal and career aspirations.
- Ensures fair, respectful, and consistent performance management via our 'Stanmore Compass' framework which promotes leading by example, transparency and taking accountability for our actions.
- Employs and promotes team members on market competitive terms and conditions to attract, reward and retain our talent via a robust remuneration framework.
- Optimises people engagement through regular workplace surveys and leader led feedback sessions to encourage open and honest communication and encourage commitment and trust.

4. COMPLIANCE AND REVIEW

It is expected that all Directors and Team comply with the principles as outlined in this Policy. Stanmore does not tolerate behaviours that undermine our Values, Behaviours Framework or Code of Conduct.

All team members have an obligation to immediately report any breach of this Policy to their leader or Human Resources and support other team members by providing them with access to advice and support.

If you have any concerns or questions about this Policy, please speak to your leader or Human Resources.

DOCUMENT NOTES

Document Accountability

TERM	DEFINITION	POSITION/NAME
Document Approver	Accountable for approval and has authority to implement or significantly change the system.	Board
Document Owner	Accountable for monitoring the application of the system and advising the owner of the monitoring outcomes	Head of Human Resources

Document Version Control

REVISION	DATE	AUTHOR	CHANGE DESCRIPTION	APPROVED BY
1	23-Sep-24	Human Resources	New Policy	Board

Related Documents

TYPE	DOCUMENT TITLE
Tier 1: Policy	Code of Conduct; Values and Behaviours Framework; Stanmore Values; Diversity and Inclusion Policy; Whistleblower Policy;
Tier 2: Procedure/Plan	Equal Employment Opportunity, Discrimination, Bullying and Harassment Procedure; Grievance Resolution Procedure; Parental Leave Procedure; Leave Procedure; Performance and Consequence Management Procedure (Stanmore Compass); Education Assistance & Professional Benefits Membership Guide; Higher Duties and Secondment Procedure;
Tier 3: Instruction/Form/ Template/Checklist	N/A
Other	N/A