



DIVERSITY AND INCLUSION POLICY

2023

QUEENSLAND RADIO FOR THE PRINT HANDICAPPED LIMITED
Level 13 Morris Towers, 149 Wickham Terrace, SPRING HILL,
QLD 4000

DIVERSITY AND INCLUSION POLICY

Policy number	RRDIVINC	Version	1
Drafted by	Chris Corcoran	Approved by the Board on	January 2023
Responsible person	Executive Officer	Scheduled review date	December 2025

Queensland Radio for the Print Handicapped Limited (Reading Radio) is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.

Our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, disabilities, and talent that our volunteers, staff, and board represent who we are.

We embrace and encourage all differences in age, culture, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our Board members, employees and volunteers unique.

Reading Radio's diversity initiatives apply to our current and future practices and policies. Recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, content and programs, and ongoing work environment development. They are built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all parties involved with Reading Radio.
- Teamwork and employee participation permit representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules accommodates employees' varying needs.
- Contributions to the communities we serve to promote a greater understanding and respect for diversity.
- Ensuring we are meeting the needs of our diverse communities.
- Consultation with our communities to better understand and meet their needs.

All Board members, employees, and Volunteers of Reading Radio are responsible for treating others with dignity and respect at all times. All Board members, employees, and volunteers should exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and all other company-sponsored and participative events.

All board members, employees, or volunteers are duty-bound to adhere to the station's Diversity and Inclusion policy. Ensuring we demonstrate our culture of diversity and inclusion.

Authorisation

Board of Management
Queensland Radio for the Print Handicapped (Reading Radio 4RPH)

Date of approval by the Board of Reading Radio, January 2023