

# Diversity and Inclusion Statement

**Diversity and Inclusion are realised through more than simply subscribing to a target, or an intention to consider. It is through a broad mindset, of different ideas, formed from different experiences, and a willingness to genuinely embrace that which is different.**

**At Pioneer we genuinely welcome each person's difference. We encourage and champion it. We learn from it. We are challenged by it. We call this Belonging.**

**Diversity** is the many characteristics of the people who make up a community and how they identify.

Race, gender, age, ethnicity, religion, national origin, disability, sexual orientation and vaccination preferences are *some* examples of how diversity is described.

Pioneer is composed of a diverse group of people, which leads to diverse opinions and ideas which, when founded in good, significantly contribute to culture, and to producing better outcomes for everyone.

**Inclusion** is the ability to recognise, respect, and value differences in those around us. It focuses on the action and understanding of what makes us diverse. Inclusion requires listening, empathy, openness, and consideration.

**Belonging** is where there is security and support, and true acceptance and genuine consideration of an individual.

At Pioneer, Belonging exhibits itself in many ways. It starts with team members knowing they can truly bring their full self to their workplace.

Belonging is more than acknowledging diversity through a 'seat at the table' culture. We aim to amplify every person's voice, remove barriers and appreciate each other for their uniqueness.

**Diversity is a fact. Inclusion is a behaviour. Belonging is the emotional outcome that we want Pioneer's culture to be known for.**

**Keith Roy John**  
Managing Director