

Diversity and Inclusion Statement

Diversity and Inclusion are realised through more than subscribing to a target, or stating an intention to consider. Realisation occurs through the encouragement of a broad mindset, of different ideas, formed from different experiences, and a willingness to embrace those differences.

At Pioneer we welcome each person's difference. We learn from them. We embrace them and grow from them. We champion them.

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 may be described.

At Pioneer, we celebrate our broad community, which is founded in good, and where people are treated with respect. The experiences and opinions of our people significantly contribute to our culture, and lead to 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, compassion, empathy, openness, and consideration.

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

At Pioneer, Belonging exhibits itself in many ways. It starts with our people 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 John
Managing Director