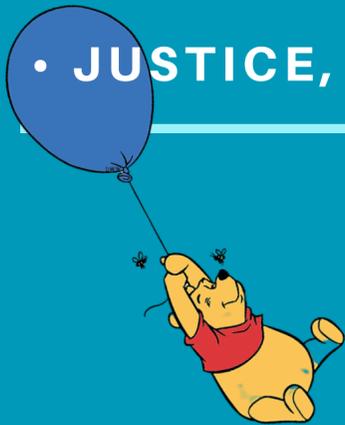




• JUSTICE, EQUITY, DIVERSITY AND INCLUSION STATEMENT •



"The things that make me different are the things that make me"

- Winnie The Pooh

We believe it's our differences that make us vibrant and capable of amazing things. That's why we respect, support and celebrate the things that make each of us different.

The Cause Effect is committed to justice, endorses diversity, supports equity and inclusion, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap.



OUR FIRST NATIONS PEOPLE

As custodians of one of the oldest continuous cultures on earth, First Nations peoples of this country should be respected and acknowledged accordingly. That's why we are committed to creating more opportunities for indigenous people by increasing access to internet services around Australia through our impact partner **DotComMob**.



OUR MULTICULTURALISM

Contemporary Australia is extremely culturally diverse, with around half of us either born overseas or have a parent born overseas. Welcoming people from diverse backgrounds and granting everyone the opportunity to contribute their skills, experience and perspectives, is a core part of our national identity and our strength.



GENDER EQUALITY

No person should ever be discriminated against as a result of their gender. We're committed to fighting for gender equality, not just within our own organisation, but for the more vulnerable that may not be able to fight for equality themselves. That's why we support **Free to Shine** in their efforts to prevent the exploitation of girls, by strengthening family and community systems to prioritise the safety and education of their children.



SEXUAL ORIENTATION

At The Cause Effect, we welcome staff, clients and partners of all sexual orientations and gender identities and actively encourage our people to feel comfortable and secure at work.



FAMILY & CARING

Finding the balance between your professional/work life and your personal life can be difficult at times. But we believe that being present in your personal life, results in a more meaningful and fulfilling work life. Our flexible work policy has proven to be beneficial for our employees and has allowed them to continue their commitments outside of work.



DISABILITY INCLUSION

Impairment is a part of human diversity and we believe it should be accommodated for accordingly. As a small business employer, we're committed to exploring employment possibilities that include people that live with a disability, so they can have access to meaningful work and navigate it with ease.