



I Belong at Stellar

Stellar's program of Diversity & Inclusion

Belonging at Stellar

At Stellar we know that we are all unique. Our backgrounds, culture and experiences are what make us the people we are, and it's the people who make our company great.

We aim to create an environment where our uniqueness can thrive, where those special attributes that make each of us who we are can be of greatest benefit, both to you and to our business. Bring yourself to work, be safe and help others feel safe.

By supporting each of our employees, regardless of gender, sexual orientation, home status, cultural and religious background, ethnicity, age, experience, ability or skills, we want to ensure everyone has the tools for success.

Because when we belong, we succeed - Together.

Our Mission

As part of our Diversity & Inclusion plan Stellar commits to the following for our people -

- To foster a sense of 'belonging' through trust, safety and acceptance through recognising and respecting the voices of others, especially when those views are different to our own.
- To educate each other on our differences and foster environment of tolerance and understanding.
- Giving an equal opportunity to all through learning, support and flexibility.
- Develop strong inclusive leaders who support diversity and help inspire true belonging.
- To recognise & celebrate diversity.
- Be adaptable to the global needs and nuances of our business and our people, taking into account the varying demographics & legislation at each location across Australia, Philippines, South Africa, USA and new regions we may enter.
- To gain trust and commitment to our plan through story telling, illustrating individuals reasons, needs and successes in the D&I space.

Message from Kelli Hayes, CEO

I am very excited to introduce Stellar's first formal Diversity and Inclusion (D&I) program, one that focuses on ensuring that all of our people feel recognised, valued, and most importantly safe, and provides support in the right places for those who need it.

Welcoming a diverse workforce has always been a key part of Stellar's philosophy and a key component of our success to date. Now is the right time for us to put a formal plan in place - 'I Belong At Stellar'. It is my belief that through integrating diversity and inclusion into regular business activities and practices it will continue to be a part of who we are. By making this commitment to our people today, we will continue to drive the benefits of working with a truly inclusive workforce.

It's the right thing, it's the smart thing.

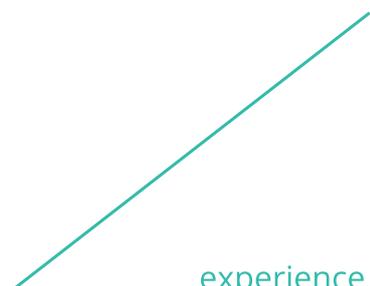
I look forward to a stewardship as CEO where, with the support of all of our people we can succeed in providing an inclusive environment in which we all belong.

A handwritten signature in black ink that reads "Kelli Hayes".

Kelli Hayes

Chief Executive Officer

Stellar



experience matters



Diversity & Inclusion at Stellar

When we discuss diversity and inclusion we are referring to the tolerance of all of the characteristics that make individuals different. Diversity is about us making a commitment to equality, whilst inclusion ensures that we think outwardly, being mindful of others and bringing people together to educate and share our experiences with one another.