



Thales Australia and New Zealand Access and Inclusion Plan

2024 - 2027

THALES
Building a future we can all trust



Acknowledgement of Country

Thales Australia and New Zealand acknowledges the Traditional Owners of Country throughout Australia. We recognise the continuing connection to lands, waters and communities.

We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

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Message from John Best, Chief Technical Officer and Executive Sponsor, Accessibility & Neurodiversity, Thales Australia and New Zealand

As the Executive Sponsor of the Accessibility and Neurodiversity Employee Resource Group (ERG), I believe that an organisation's success is linked to its ability to embrace and harness the unique perspectives, talents and experiences of every individual - it fuels innovation, sparks creativity, and drives excellence in everything we do.

This plan is a testament to our belief in creating a workplace where everyone feels a sense of belonging, psychological safety, and respect. It's about fostering an environment where individuals with disabilities can thrive and where talents are celebrated.

Thales' commitment to accessibility and inclusion extends beyond the workplace. At Thales, we strive to create a lasting impact on our society. Together, we can be a driving force for positive change.

Thales' Access Inclusion Plan serves as a blueprint for us to help build a future we can all trust. It goes beyond a document; it serves as a blueprint for us to help build a future we can all trust.



Message from CEO Australian Disability Network

Congratulations to Thales on launching their Access and Inclusion Plan 2024–2027. This inaugural Plan highlights their commitment to fostering an inclusive environment for employees with disability and those who are neurodivergent.

Thales became a Silver member in 2022, and we have since proudly collaborated on several initiatives, including the development of this Plan. This project was led by Thales' Accessibility and Neurodiversity Employee Resource Group and DE&I Respect@Thales Council, in consultation with employees, leaders and business area representatives.

This collaborative effort underscores Thales' dedication to listening to their workforce in order to create a disability confident and neuroinclusive workplace.

We look forward to supporting the implementation of their goals and actions.

Corene Strauss
Chief Executive Officer
Australian Disability Network



Thales commitment

At Thales Australia and New Zealand, we believe every employee should experience a culture of respect and value each time they log on to their computer, walk on site, speak with a colleague, engage with a customer, or meet with their manager. Each interaction is an opportunity for our workforce to feel empowered, supported, and encouraged to bring their whole selves to work.

Our shared commitment to respect, equality, and inclusion is formalised in our Diversity, Equity, and Inclusion (DE&I) strategy, Respect@Thales. This strategy outlines our dedication to our employees and the communities in which we operate, continuously contributing to an inclusive, safe, and respectful environment. We actively support individuals with disabilities, including those with non-visible disabilities and neurodivergent employees, across all areas of our business.

In every aspect of our operations, we strive to create a culture where everyone can succeed. This commitment is central to our business strategy and aligns with our purpose of building a future we can all trust.

Since becoming a Silver member of the Australian Disability Network in 2022, we have introduced the Accessibility & Neurodiversity Employee Resource Group and developed this Access and Inclusion Plan to guide our actions.

Our goal is for every employee, including those with disabilities and neurodivergent individuals, to feel valued, have opportunities to grow, and be fully supported in their roles. We recognise that accessibility and inclusion are shared responsibilities, and we are committed to ensuring Thales is a welcoming and inclusive place for all.

- Disabilities include “physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder a person’s full and effective participation in society on an equal basis with others”.

(United Nations Convention on the Rights of Persons with Disabilities).



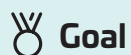
RESPECT @ THALES

Legislative and policy framework

The Disability Discrimination Act 1992 (the Act) and the United Nations Convention on the Rights of Person with Disabilities (UNCRDP) provides a comprehensive definition of disability, protecting individuals who experience barriers related to physical, intellectual, mental, sensory, neurological, or learning impairments. This definition also includes conditions related to developmental, immunological, and neurodivergent traits. Disability may be temporary or permanent, total or partial, lifelong or acquired, and may be either visible or non-visible.

Through our Access and Inclusion Plan, Thales is committed to eliminating disability discrimination in accordance with the Act. This includes improving access and inclusion for individuals who are protected under the Disability Discrimination Act 1992 (DDA) and the UNCRPD, ensuring their rights are recognised and upheld.

Pillar One: Inclusive work environment

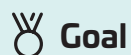


Goal

Identify and remove barriers in our physical and digital workspaces, to create a workplace where every employee has equitable access to opportunities and resources.

ACTION	TIMING	RESPONSIBILITY	DELIVERABLE
1.1 Establish a partnership with an external organisation to continually evaluate and enhance processes for people with a disability, including individuals who are neurodivergent.	December 2025	Human Resources (HR)	Processes updated in accordance with recommendations by December 2025.
1.2 Seek and analyse feedback from individuals with lived experiences to identify accessibility barriers and use feedback to inform continuous improvement.	Ongoing	Employee Resource Group (ERG)	De-identified feedback and its outcomes have been documented to inform accessibility improvements.
1.3 Address and remedy known barriers to accessibility and inclusion.	Ongoing	ERG and Executive Leadership Team (ELT)	Identified barriers have been addressed, added to a continuous improvement register, or noted as barriers that cannot be removed.
1.4 Develop a Workplace Adjustment Policy and Procedure.	December 2025	HR & Health, Safety and Environment (HSE)	Workplace Adjustment Policy and Procedure has been implemented and communicated, accompanied by capability building initiatives for employees and managers.

Pillar Two: Education and awareness



Goal

Cultivate a psychologically safe workplace through disability awareness and education. Ensure that all employees contribute to a culture of inclusion for people with disabilities and neurodivergent individuals..

ACTION	TIMING	RESPONSIBILITY	DELIVERABLE
2.1 Establish an educational training program focus on Neurodiversity.	December 2026	Organisational Capability	Educational training program established and communicated to workforce.
2.2 Create an internal engagement plan (key articles, announcements, events and activities).	December 2025	ERG and Communications	Engagement plan implemented, with quarterly reporting on employee participation and feedback.
2.3 Create a communication plan to support the Access and Inclusion Plan.	December 2025	ERG and Communications	Communication plan has been implemented.
2.4 Encourage leaders to utilise volunteering leave to support charities focussed on disability and neurodiversity.	December 2026	HR and ERG	De-identified data recorded to measure and prompt leader engagement in utilising volunteering leave.
2.5 Review Udeemy content on learning management system (uLearn) and create an Access and Inclusion focussed learning channel. This channel will include content to increase education and awareness for all circumstances protected under the Disability Discrimination Act 1992.	December 2025	Organisational Capability	Access and Inclusion learning channel established and communicated to workforce.

Pillar Three: Leadership and support

Goal

Enhance organisational inclusivity and support by fostering a culture of disability and neurodiversity confidence across all people- focussed teams. Equip leaders with the tools and knowledge to effectively manage diverse teams. Ensure that employees with disabilities and neurodivergent backgrounds are fully integrated and empowered to excel within Thales.

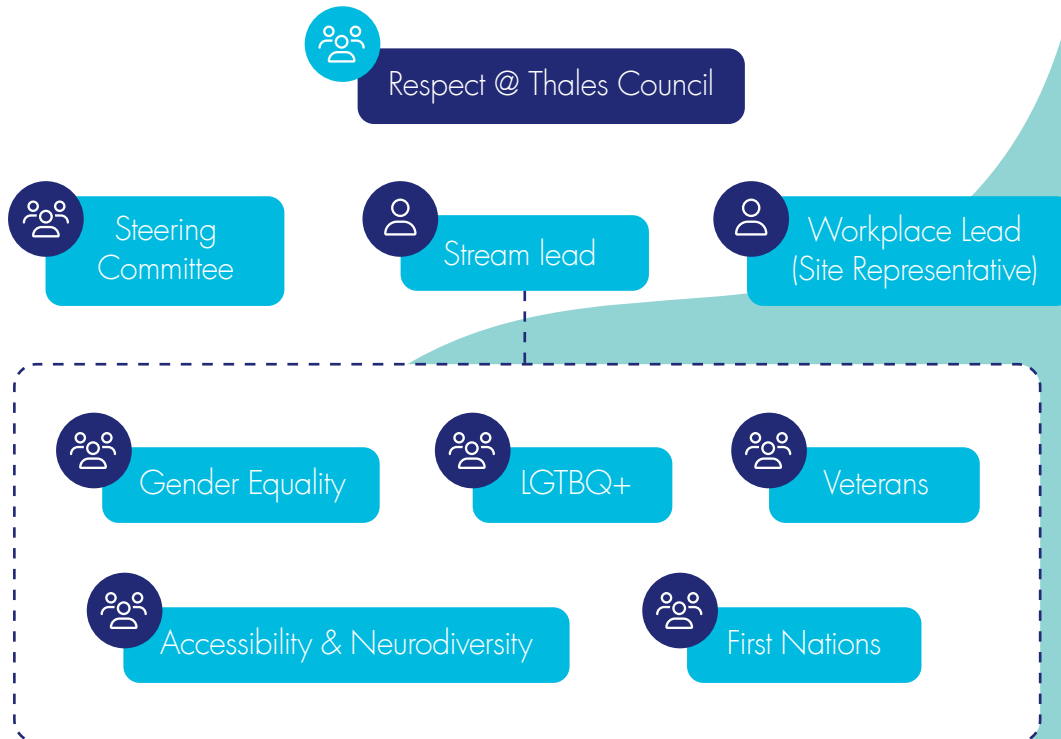
ACTION	TIMING	RESPONSIBILITY	DELIVERABLE
3.1 Identify Senior Leader Disability Champions to represent the Access and Inclusion Plan, and to drive changes related to their business area.	December 2025	ERG, Human Resources Leadership Team (HRLT) and ELT	Senior Leader Disability Champions identified, trained, and actively promoting inclusivity throughout the business.
3.2 Discuss the Access and Inclusion plan at HRLT and ELT forums.	Ongoing	HRLT and ELT	Senior leader Disability Champions to discuss at leadership forums.
3.3 Upskill employees and managers in people focussed teams (HR, TA, HSE DE&I and L&D) to drive disability and neurodiversity confident practices.	December 2026	Organisational Capability	Employees and managers have undertaken disability and neurodiversity confidence training.

Pillar Three: Leadership and support continued

ACTION	TIMING	RESPONSIBILITY	DELIVERABLE
<p>3.4 Establish a trial program, where leaders connect with employees who identify with having a disability or who are neurodivergent. The program will include training and provide continuous support for both the employee and the manager.</p> <ol style="list-style-type: none"> 1. Develop the trial program. 2. Invite leaders and employees and leaders to participate in the trial. 3. Implement the trial program. 	December 2026	Talent Acquisition & Organisational Capability	The number of participants have been tracked, and their satisfaction with the program has been measured tracked, and actionable insights from feedback have informed future iterations.
<p>3.5 Establish and empower a network of disability and neurodiversity allies</p> <p>1. Create: Build a dedicated network by selecting individuals committed to supporting disability and neurodiversity inclusion.</p> <p>2. Recruit: Invite volunteers from various departments and backgrounds to join the team, ensuring diversity and representation within the group.</p> <p>3. Train: Provide comprehensive training for the team members to equip them with the knowledge and skills necessary to support employees facing barriers in the workplace related to disability and neurodiversity. Training should cover topics such as disability and neurodiversity awareness, effective communication, and workplace adjustments.</p> <p>4. Promote: Actively promote the Network to all employees, making it clear that they are available to aid, guide, and provide a safe space for discussions related to disability and neurodiversity. Encourage employees to contact the team with their questions or concerns in full confidence.</p>	December 2027	ERG & HSE	The Disability and Neurodiversity Allies Network is actively supporting employees, with feedback collected regularly to assess effectiveness and identify areas of improvement.

Governance and reporting

This plan will be governed and monitored by the Accessibility & Neurodiversity Employee Resource Group and Respect@Thales Council. The reporting on the plan's progress will occur annually. The Council structure is provided below:



Acknowledgements

We would like to acknowledge the contributions of the Accessibility & Neurodiversity Employee Resource Group, and all participants who assisted in the development of this plan.

- John Best, Chief Technical Officer and Executive Sponsor, Accessibility & Neurodiversity, Thales Australia and New Zealand
- Kamila Ataman, Organisational Capability Consultant
- Jean Capdevielle, Director, Value and Bid Marketing
- Rodney Dobbs, Business Improvement Manager
- Andrew Ferguson, Tactical Buyer
- Andrew Sheldon-Collins, Training Systems Lead
- Saskia Spaan, Organisational Capability Manager

Contact Us

We welcome feedback on our Plan, including any barriers you may experience in accessing our services. Your feedback will be acknowledged upon receipt.

To share your feedback, please email the Thales Australia and New Zealand Learning Hub at **Learning.Hub@thalesgroup.com.au**.



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