

Diversity, Equity, and Inclusion (DE&I) Policy

1. BACKGROUND

At EnergyAustralia, we are committed to create an environment where everyone can be at their best. We aspire to create an inclusive culture, where everyone can feel welcome, safe, respected, and valued to be their authentic selves. Where differences are celebrated, and we continuously learn to drive positive change within EA and the communities we serve.

Diversity includes the characteristics that make each of us unique and valuing the knowledge, skills and perspectives (diversity of thought) that people bring to our organisation. **Equity** recognises that each person has differing circumstances and focuses on how we allocate resources and opportunities to reach an equal outcome.

Inclusion is the act of creating environments in which any individuals or groups are and feel welcomed, safe, respected, and valued to thrive. It is inclusion that promotes diversity of thought and innovation to create better products for our customers as well as helps engage our people to ultimately build performance and productivity of both the organisation and the individual.

We all have a role to play in creating and maintaining an inclusive environment and hold one another to account to ensure the environment is psychologically safe, respectful, fair, culturally appropriate, professional and free from inappropriate behaviour like discrimination, racism, bullying, harassment or vilification.

2. PURPOSE

The purpose of this policy is to govern the building of a diverse organisation as per the DE&I and other focus area objectives and to ensure the inclusion of the diverse workforce.

3. SCOPE

This policy applies to all EnergyAustralia people and contractors and includes people employed by workplace agreements, subsidiaries or related companies only to the extent that it is consistent with their workplace agreement or the related company policy if it exists.

This policy also applies to all aspects of employment, including recruitment and selection processes and decisions; terms, conditions and benefits offered; development and promotion opportunities.

4. POLICY OWNER

This policy is owned by the Head of Organisational Development, People & Culture.

5. POLICY APPLICATION

This policy supports the EnergyAustralia DE&I strategy and has the following objectives:

- To create a culture that welcomes and supports all people and harnesses their unique strengths, skills and capabilities; and
- To ensure that EnergyAustralia's practices, values and behaviours support our DE&I purpose.

The DE&I strategy includes but is not limited to:

- **Diversity in our workforce**, which aims to elevate diversity through who we hire and how we hire, ensuring our workforce represents the diversity communities we serve. This involves recruiting, developing, promoting and retaining a diverse range of individuals who can contribute to our ongoing success; adopting targeted recruitment approaches to increase the representation of disadvantaged or under-represented groups (such as Aboriginal and Torres Strait Islander people) when agreed as necessary to improve our diversity as well as interrupt bias and barriers to hiring decisions. It may also involve celebrating diversity in our workforce to build awareness of minority groups and promote the benefits of diversity.
- **Inclusive culture and capability**, by implementing initiatives to build capabilities that improve inclusion for leaders and team members.
- **Equity in action**, through initiatives such as:
 - delivering performance management, talent management or succession planning processes that are equitable, fair, and inclusive.
 - driving improved parental leave benefits as well as a work environment that offers true flexibility that is embraced at both a team and individual level.
 - supporting different reasons for taking leave, to embrace the diverse requirements of our workforce i.e. cultural, religion, identity, disability etc.
 - Proactively addressing and monitoring gender balance and gender pay gap at different levels and segments across the organization to implement improvement strategies.
- **Key enablers** such as Governance and Accountability, Data & analytics to make informed decisions and Communications Excellence.

Critical to achieving the DE&I strategy is the work of the Diversity, Equity and Inclusion (DE&I) Council, chaired by an Executive Leadership Team (ELT) member and Sponsored by the ELT. The council's role is to provide diversity, equity and inclusion advice and advocacy across the business, and to champion, promote and support the diversity, equity and inclusion strategy. The DE&I council takes an 'intersectional' approach when executing the strategic goals, ensuring the diverse interests and needs of our workforce are represented. This includes but is not limited to, Gender; LGBTQI+, Aboriginal and Torres Strait Islander, Cultural and Linguistic Diversity, Family and Domestic Violence, Age, Disability and Neurodiversity.

6. GENERAL RESPONSIBILITIES

Leaders are expected to:

- Take accountability for their role in Diversity, Equity and Inclusion-by demonstrating self-awareness and proactively building their knowledge and capability as measured by Thrive engagement survey.
- Model appropriate standards of behaviour everyday – the EA way.
- Foster an environment where everyone can be their best, where individual differences and strengths are understood, respected, valued and promoted to create inclusive teams and work groups.
- Challenge bias and any behaviour that excludes any individuals or groups
- Talk about and demonstrate the importance of Diversity, Equity and Inclusion for EnergyAustralia's strategy and purpose.
- Show no tolerance for discrimination, vilification or harassment and act fairly and quickly to resolve issues – reporting any incidents promptly and managing psychosocial hazard risks.

- Support and promote a flexible work environment for their team that is aligned to EnergyAustralia's way of working.
- Drive shared accountability for DE&I by ensuring individuals in their team 'know what is expected for them' and use Develop & Perform as appropriate.
- Support and challenge other leaders to live DE&I everyday through our culture and ways of working (EA way)

Our people are expected to:

- Take accountability for their role to support creating an environment where everyone can be their best, which may include leveraging Develop and Perform.
- Follow the standards of behaviour outlined in this policy and the EA Way
- Question their assumptions and biases they have about those who are different and take action to address them
- Avoid stereotyping others
- Listen and attempt to understand the viewpoints of others
- Treat everyone with dignity, courtesy and respect
- Work inclusively and collaboratively
- Ensure that all team members and colleagues feel valued and build their unique strengths
- Call out any behaviours that are inappropriate either through conversations with individuals involved, with their leader, or report the incident using formal channels
- Have a regular conversation about their needs and experiences with their leader so they can be at their best

7. MONITORING AND METRICS

The Executive Management Team is responsible for the active implementation of the DE&I strategy.

The Board is responsible for annually assessing EnergyAustralia's progress towards achieving the DE&I strategy.

The Executive Management Team and the Board will focus on measuring and monitoring the gender balance across the organisation including in senior leadership and the Board.

The Diversity, Equity and Inclusion Council and People & Culture will monitor progress of metrics and the implementation of the strategy on a regular basis.

The Executive Chair of the DE&I Council and Chief People Officer will ensure progress is communicated to the Executive Management Team through HSE committee meetings as well as the Board on no less than an annual basis.

8. POLICY COMPLIANCE

EnergyAustralia strongly encourages any staff member who believes they have been excluded, subject of racism, discriminated or vilified, bullied, sexually harassed or victimised to take appropriate action by contacting their People Leader in the first instance.

People who do not feel safe or confident to take such action may seek assistance from People & Culture (People Advisory) for advice.

9. EVALUATION AND REVIEW

This policy should be reviewed every two years or when business practice changes, whichever occurs first.

10. RELATED DOCUMENTS

- Code of Conduct
- Energy Australia Values and Behaviours
- Flexible Work Toolkits
- Leave Policy
- Remuneration Policy
- Resourcing, Recruitment and Careers Policy
- Workplace Behaviour Policy
- Psychosocial Hazards Legislation and Online Awareness Module