

DIVERSITY AND INCLUSION POLICY

1. Purpose

To articulate our commitment to diversity and inclusion in the way we work, how we do business with our customers and how South East Water supports and reflects the communities in which we operate.

2. Scope of Policy

This policy applies to South East Water and its subsidiary, Iota Services Pty Ltd, and must be observed by all directors, employees, agents, contract employees, other workers and, where applicable visitors attending South East Water premises. References in this policy to South East Water are taken to include Iota Services Pty Ltd, unless the context otherwise requires.

3. What this means for South East Water

We believe that a diverse and inclusive organisation supports the achievement of our vision of *Healthy Water for Life*. Specifically it helps us to:

- Attract, engage and retain diverse talent sustaining a productive and engaged workforce focused on successfully delivering South East Water's strategy.
- Engage and connect effectively with our customers and the communities in which we operate.
- Improve South East Water's productivity by eliminating cultural barriers enabling more effective work practices where all contributions are valued.
- Foster innovation by leveraging the diversity of thought, skills and experience of our employees and stakeholders

Our commitment to diversity and inclusion aligns with our values of clarity, unity, agility and delivery and is reflected in our Diversity and Inclusion Framework and our People and Safety Strategy 2021. This commitment will be supported by the Board and Executive Management who will sponsor the development of strategies and plans which will:

- Maintain compliance with legislation;
- Develop inclusive recruitment and employment strategies;
- Set objectives and measurable targets that guide the implementation of the Diversity and Inclusion Framework and review progress against key programs of work;
- Educate employees about the benefits that diversity and inclusion bring to South East Water.

4. Policy Statement

At South East Water we strive to create an inclusive and diverse culture in which difference is recognised and valued. By bringing together people from diverse backgrounds and giving everyone the opportunity to contribute their skills, experience and perspectives, sustainable value will be delivered to South East Water, our workforce, our stakeholders and the communities in which we operate. We will do this through:

- Embracing workforce diversity – age, gender, culture and indigenous background, religion, political beliefs, sexual orientation, and physical/mental ability and social and professional identity;
- Valuing different perspectives – leveraging diverse ideas, skills, experience and working styles of our stakeholders and employees;
- Creating an agile organisation – providing access to opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages; and
- Respecting stakeholder diversity – building strong relationships with diverse communities, employees, customers and suppliers.

5. Related Policies

- Code of Conduct

6. Enacting Legislation and Related Documents

- Fair Work Act 2009 (Cth)
- Age Discrimination Act 2004 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Disability Act 2006 (Vic)
- Equal Opportunity Act 2010 (Vic)
- Occupational Health and Safety Act 2004 (Vic).
- Public Administration Act 2004 (Vic)
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Charter of Human Rights and Responsibilities Act 2006 (Vic)

7. Accountability

The Managing Director is accountable to the Board of Directors for ensuring this policy is implemented.

8. Approval

Approved by: South East Water Board of Directors
Approved on: 25 September 2017
Sponsor: General Manager, People and Safety
Implementer: Manager, Diversity and Inclusion
Review date: 25 September 2019