

# Equity and Diversity Plan

July 2025



## Background

**The purpose of this document is to outline CS Energy's planned actions for progressing Inclusion and Diversity (I&D) in our organisation and, more specifically, gender equality.**

The actions respond directly to the findings in the 2025 Equity and Diversity Report (the Report) that CS Energy prepared for the Office of the Special Commissioner – Equity and Diversity.

CS Energy is committed to progressing Inclusion and Diversity (I&D) in our organisation. Since 2016 the business has driven an I&D Strategy, featuring initiatives aimed at attracting, retaining and engaging a diverse workforce.

CS Energy is also undertaking several additional initiatives not included below, aimed at fostering an inclusive and diverse workplace across short, medium and long-term timeframes. Progress on actions will be assessed throughout the year and reviewed annually as part of the Audit process.

CS Energy's CEO, and the broader Executive Leadership Team own the actions in this plan. Implementation will be carried out by relevant departments across the business, with varying timelines for completion.

## Actions to support the Gender Pay Gap

### Development

1. Conduct 2025 salary review. Where it is found that there is an inequity associated with a woman's salary, this will be adjusted as part of any review.
2. A woman successor will be identified wherever it is practical to do so by the Executive Leadership Team (ELT) for key positions in technical or senior leadership roles.
3. Conduct further analysis on overtime and allowances for relevant employees.
4. Analyse applicant pools for identified positions to understand percentage of women applicants to inform targeted recruitment strategy.
5. Further develop talent pipeline for technical roles with a focus on attracting, retaining and developing women.