

Inclusion and Diversity Policy

Policy statement

CS Energy will:

- Commit to a workplace culture that builds respect, fosters inclusiveness, promotes diversity and embraces the unique skills and qualities of all our employees; and
- Involve our employees to evolve our business.

Objectives

CS Energy will:

- Embrace individual differences in all its forms (age, gender, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity, background, perspectives, skills and experiences);
- Create a collaborative workplace culture where full participation is encouraged and valued;
- Leverage the full potential of all our employees to improve business outcomes; and
- Attract and retain talent from all backgrounds and create an environment where they can succeed.

Scope

This policy applies to all CS Energy employees, internal contractors and consultants.

Responsibilities

The Chief Executive Officer (CEO) will:

- Advocate an inclusive culture in which difference is recognised and valued; and
- Grow leadership capability.

Leaders will:

- Provide inclusive leadership that supports collaboration, participation and innovation;
- Encourage all employees to reach their full potential in the workplace;
- Foster an inclusive culture where individual difference is understood, respected and valued;
- Remove barriers to ensure all employees can fully participate in the workplace;
- Support direct and open communication and give all employees an opportunity to be heard; and
- Take action against inappropriate workplace and business behaviours which do not support inclusion and diversity, including discrimination, harassment, bullying, victimisation and vilification.

All staff (including internal contractors and consultants) will:

- Demonstrate appropriate workplace behaviours according to the CS Energy Code of Conduct and Values;
- Hold others accountable for their actions to prevent inappropriate behaviours; and
- Express their views and opinions respectfully.

Actions

CS Energy's actions to support this policy are to:

- Show commitment and momentum to integrate inclusion and diversity into our workplaces;
- Continue to drive cultural change throughout the organisation;
- Integrate inclusion and diversity principles into our organisational policies, practices and systems;

- Invest in building capability among our leaders to support and foster inclusion and diversity;
- Focus on recruitment practices to ensure diverse applicant pools;
- Demonstrate equal employment opportunity based on individual merit;
- Promote flexible work practices that facilitate a balance between the needs of the business and the employee's individual needs; and
- Foster a safe work environment free from discrimination, harassment, vilification or victimisation.

Related legislation, policies, standards and procedures

CS Energy acknowledges the following legislation and information standards that relate to this policy:

- CS Energy Code of Conduct
- CS Energy Values
- CS Energy Standard for Equal Employment Opportunity and Appropriate Workplace Behaviour
- *Australian Human Rights Commission Act 1986*
- *Anti-Discrimination Act 1991 (Qld)*
- *Age Discrimination Act 2004*
- *Disability Discrimination Act 1992*
- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Workplace Gender Equality Act 2012*
- *Fair Work Act 2009*
- *Work Health and Safety Act 2011 (Qld)*.