

# Inclusion and Diversity Policy

## Policy statement

### CS Energy will:

- Commit to a workplace culture that supports employee wellbeing, 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;
- Partner with the communities in which we operate to develop education and employment pathways; 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 and Executive Leadership will:

- Advocate an inclusive culture in which difference is recognised and valued; and

- Enable the development of inclusive leadership capability.
- Create a safe place that supports employee wellbeing.
- Develop and champion the Inclusion and Diversity Strategy.

### Leaders will:

- Demonstrate inclusive leadership that supports employee wellbeing, 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 diversity and inclusion, 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 regulations

### CS Energy acknowledges the following:

- 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)*