

Inclusion and Diversity Policy

Policy statement

CS Energy will:

- Create a psychologically safe workplace that supports employee wellbeing, builds respect, fosters inclusiveness, promotes diversity and embraces the unique skills and qualities of all our employees; and

Objectives

CS Energy will:

- Welcome individual differences in all its forms (age, gender, disability, neurodivergence 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 individuals can show up as their full selves and their participation is encouraged and valued.
- Leverage the full potential of all our employees to improve innovation, decision making and our overall success.
- Partner with the communities in which we operate to provide development and employment pathways.
- Incorporate equity measures into the management of people related processes.
- Attract, retain and develop 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

Company Officers will:

- Champion a commitment to I&D through its own behaviour, leadership and composition.
- Advocate and prioritise initiatives and actions that foster psychological safety and inclusion throughout the organisation.
- Hold the Executive Leadership Team accountable for implementing the I&D strategy.
- Ensure the organisation has appropriate assurance mechanisms in place to monitor I&D.
- Support the business to make real progress on I&D.
- Oversee workplace culture and uphold a zero-tolerance policy for inappropriate behaviour, ensuring accountability at all levels.
- Support systemic change to remove barriers to inclusion.
- Assess its own performance in advancing I&D both in terms of governance and representation.

The Executive Leadership Team will:

- Advocate and endorse an inclusive culture in which difference is recognised and valued.
- Enable the development of inclusive leadership capability.
- Role model, reward and recognise Inclusive Leadership.
- Address systemic barriers.
- Build diverse talent pipelines through the development of our people.
- Actively promote no tolerance for inappropriate behaviour.
- Monitor workplace culture and address reported incidents of inappropriate workplace behaviour.
- Ensure appropriate systems are in place to provide assurance for matters relating to I&D.
- Create a safe place that supports employee wellbeing.
- Develop and champion the Inclusion and Diversity Strategy.

Leaders will:

- Demonstrate inclusive leadership that promotes psychological safety, supports employee wellbeing, collaboration, participation and innovation.
- Encourage everyone to reach their full potential in the workplace.
- Foster an inclusive culture where individual difference is understood, respected and valued for our business.
- 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 contribute.
- Report 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 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.
- Express their views and opinions respectfully.

Actions

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

- Be committed to integrating inclusion and diversity into our workplaces and communities.
- Continue to drive cultural change throughout the organisation.
- Integrate inclusion and diversity 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 appoint diverse talent.
- Demonstrate equal employment opportunity.
- Promote flexible work practices that facilitate a balance between the needs of the business and the employee's individual needs.
- 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)

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