

Diversity, Equity and Inclusion Plan 2026 - 2028



Our vision for DEI

A safe, respectful and inclusive organisation where people are empowered to do their best work, helping deliver affordable, reliable and sustainable energy for customers and communities

Focus Area

Employee Experiences

Systems and Processes

Practical Skills

Goal

Understand how work is experienced across the organisation and respond so people feel heard, supported, and able to do their best work

Design systems and processes that support fair, consistent decisions and enable people to perform safely and effectively

Build practical skills so people have the capability to respond well to differences and apply inclusive practices in everyday work

Key initiatives

- Maintain and support employee working parties
- Use employee feedback (including surveys and direct input) to understand and improve work experiences

- Strengthen recruitment, talent, and performance processes to reduce bias, improve inclusion, and support consistent outcomes
- Align DEI with psychosocial safety, respect at work, and cultural frameworks
- Use processes and policies to drive improvements in access, inclusion, and fairness

- Embed inclusion insights in competency, leadership, and learning materials
- Establish “Inclusion Insights” hub as central location for resources and tools
- Share inclusive education on topics such as neurodivergence, First Nations perspectives, and LGBTQ+ inclusion

Best practice approaches

- Maintain EQL’s Council for Diversity, Equity & Inclusion and Executive Sponsorship of working parties
- Engage externally to learn from, and share, leading practice

- Implement EQL’s third Reconciliation Action Plan
- Develop and implement Access and Inclusion Plan to improve disability inclusion
- Use external frameworks, benchmarks and surveys to monitor EQL’s approaches

- Review education content against contemporary research and practice
- Use external partnerships to support best practice approaches

Why we do this:



Improved safety outcomes



Access to broader talent pools



Reduced risk of inappropriate behaviour and psychosocial hazards



Stronger operational performance



Greater innovation



Improved trust and engagement

Supported through our values:

WE’RE SAFE

WE BELONG

WE GROW

WE DELIVER

Key Measures

- Maintain representation of key diversity groups
- Reduce gaps in experiences of inclusion and engagement for key diversity groups
- Reduce Gender Pay Gap and First Nations Pay Gap
- Positive feedback and engagement with learning resources