

DIVERSITY, EQUITY AND INCLUSION POLICY



PURPOSE

The Energy Queensland Limited (EQL) and its subsidiaries (collectively the “EQL Group”) is committed to driving diversity, equity, and inclusion for the benefit of our employees, business, and customers.

Through a commitment to diversity, equity, and inclusion we:

- Ensure a safe and respectful workplace for employees.
- Gain access to the best available talent.
- Enable increased innovation, creativity and problem solving.
- Are better positioned to understand and support our customers and stakeholders.
- Position the business to enhance performance and results.

Scope

This policy applies to all members of the EQL Group, their officers, employees, contractors (where applicable) and any other people notified that this policy applies to them.

POLICY STATEMENT

Diversity describes our differences. These differences can be visible or invisible and include gender, marital or family status, sexual orientation, gender identity, age, disability, ethnicity, nationality, religious beliefs, cultural background, socio-economic backgrounds, perspectives, experiences, and other areas of potential difference. Valuing diversity is about recognising and appreciating the unique contribution people can make because of their individual backgrounds, skills, experiences and perspectives.

Equity is about the fair, just, and respectful treatment of all people. Equity is about giving people what they need to make an equal contribution, noting that different people or groups may have different needs.

Inclusion is about creating an environment where employees can contribute to their potential. Employees feel included when they have a sense of belonging, are valued for the characteristics that make them unique, and feel psychologically safe to share their ideas and contributions. When individuals from different backgrounds work together in inclusive environments, they have been shown to communicate differently, ask more questions and contribute more to problem solving, resulting in greater results as a team and for the organisation.

Having a diverse and inclusive workforce leads to greater productivity, innovation and employee well-being.

Valuing and managing diversity, equity, and inclusion means that the EQL Group is committed to:

- Creating a safe and inclusive workplace where employees feel supported to be themselves, have a sense of belonging, and are enabled to make their best contribution. Everyone at EQL has a responsibility to behave inclusively at work.
- Shaping the workforce to reflect Queensland communities with consideration to skills, relative ability, experience and potential.
- Taking action so far as reasonably practicable in a timely manner to resolve inappropriate workplace and business behaviour that does not value diversity or promote inclusion. Inappropriate workplace and business

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behaviour includes direct and indirect discrimination, harassment, sexual harassment, bullying, victimisation and vilification; and deliberately non-inclusive behaviour.

- Supporting flexible work practices to meet the varied needs of a diverse workforce, and empowering employees to work in ways that maximise productivity, effectiveness, safety, and wellbeing.
- Understanding and supporting the diverse needs of our customers.
- Maintaining a program of work that underpins delivery of our diversity, equity and inclusion commitments and positions the EQL Group as an industry leader.
- Incorporating opportunities for employees to contribute to diversity, equity, and inclusion activities.

IMPLEMENTATION

Special Measures

Special measures support equity in the workplace, by supporting groups of people who face, or have faced, entrenched discrimination with the goal of giving them equal access to opportunities as others. Equality is the desired outcome, and equity initiatives, or special measures, are the means to achieve it. The EQL Group may utilise a range of special measures, allowed under anti-discrimination laws, with the goal of enhancing diversity, equity, and inclusion.

For example, the EQL Group may run a marketing campaign specifically aimed at encouraging women to consider opportunities in typically male-dominated parts of the business, support traineeships for First Nations candidates, or implement diversity targets.

Governance and accountability

All EQL Group employees, as well as contractors, have an obligation to comply with this Policy inclusive of adapting their behaviour to ensure inclusive and appropriate workplace conduct.

The EQL Group requires all employees and contractors to create and maintain an inclusive workplace where everyone belongs, can be their unique self at work and feels comfortable and ready to contribute to their best ideas.

Systems and processes

All EQL Group employees and contractors must ensure that systems, processes and technologies, including Artificial Intelligence Systems, are designed, procured, implemented and managed to identify and mitigate bias and support inclusive, fair and equitable access and outcomes.

Program Development

The EQL Group will maintain a diversity, equity, and inclusion program which promotes a workforce reflective of Queensland communities and an inclusive workplace culture that not only acknowledges and values diversity, but also has the capability to manage diversity in the workplace and respond to diversity within our customer base.

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EXTERNAL REFERENCES

[Anti-Discrimination Act 1991 \(Qld\)](#)
[Human Rights Act 2019 \(Qld\)](#)
[Public Sector Act 2022 \(Qld\)](#)
[Work Health and Safety Act 2011 \(Qld\)](#)
[Disability Discrimination Act 1992 \(Cth\)](#)
[Racial Discrimination Act 1975 \(Cth\)](#)
[Sex Discrimination Act 1984 \(Cth\)](#)

These acts may also have subordinate legislation and/or Codes of Practice of relevance.

REFERENCE DOCUMENTS

This Policy should be read in conjunction with the following documents:

Employee Code of Conduct Policy P004 - 691422
Health and Safety Policy P009 - 692225
Grievance and Dispute Settlement Procedure RO36 - 691853
Out of Hours Conduct Policy P007 - 691081
Prevention of Discrimination, Bullying and Harassment Policy P030 - 691089
Prevention of Sexual Harassment Policy P020 - 690066
Responsible Use of Artificial Intelligence Policy AI - 21735401
Standard for Psychosocial Hazards and Risks at Work R313 – 691021

DEFINITIONS

Term	Definition
Artificial Intelligence	Artificial Intelligence refers to the collective set of computational techniques that infer patterns and trends in data to generate output such as content, forecasts, recommendations or decisions for a given set of human-defined objectives. The EQL Group requires that Artificial Intelligence Systems must be designed and operated inclusively in an aim for equitable application, access and outcomes.
Artificial Intelligence Systems	See the definition outlined in Responsible Use of Artificial Intelligence Policy AI - 21735401.
Board	The board of directors of Energy Queensland Limited.

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Term	Definition
Bullying	Occurs when an individual or group of individuals repeatedly behave unreasonably towards a worker or group of workers, and that behaviour creates a risk to health and safety. Repeated behaviour refers to the persistent nature of the behaviour and can refer to a range of behaviours over time. Unreasonable behaviour means that a reasonable person, having regard for the circumstances, would see it as unreasonable and includes behaviour that is humiliating, victimizing, intimidating or threatening. Workplace bullying is not: • A single incident of unreasonable behaviour, however, this may be a breach of the EQL Group Employee Code of Conduct and Out of Hours Conduct policies, and will not be ignored or tolerated; • Reasonable management action carried out in a reasonable manner, • Difference of opinion (i.e. disagreements amongst colleagues that are task based). Although this may still be found to be inappropriate behaviour. Repeated behaviour refers to the persistent nature of the behaviour and can involve a range of behaviours over time. Unreasonable behaviour means behaviour that a reasonable person, having regard for the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening.
Direct discrimination	Occurs when a person who possesses, or is perceived to possess, a particular characteristic or status, is treated less favourably than someone without such a characteristic or status. For example: not employing a man on the grounds of women typically doing the job, or refusing to call someone by their preferred name or use their preferred pronouns.
Discrimination	Legislation in Australia and Queensland prohibits unlawful discrimination on the basis of:

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Term	Definition
	• Sex • Race • Age • Impairment • Religious belief or religious activity • Relationship Status • Sexuality • Pregnancy • Gender identity • Breastfeeding • Parental status • Family responsibilities • Sex work activity • Trade union activity • Political belief or activity • Sex Characteristics • Association with, or relation to a person identified on the basis of any of these attributes
Diversity	Describes our differences. These differences can include gender, marital or family status, sexual orientation, gender identity, age, disability, ethnicity, nationality, political beliefs, religious beliefs, cultural background, socio-economic backgrounds, perspectives, experiences, and other areas of potential difference including as outlined the <i>Anti-Discrimination Act 1991 (Qld)</i> . Valuing diversity is about recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives.
Equity	Is the fair, just, and respectful treatment of all people. Equity refers to the processes, systems, or actions that enable equality, noting that different people or groups may have different needs to achieve equal access and outcomes. In practice, equity may take the form of <i>special measures</i> .
Equality	Is the state of being equal, and occurs when each individual or group has access to the same opportunities. Historically, many groups have not experienced equality in society, so equity measures or special measures are required to enable equality.
Harassment	Involves unwelcome behaviour that intimidates, offends or humiliates a person. There are various legislations that make it unlawful to harass a person in the workplace or in connection with the workplace. The intention of the alleged harasser is not relevant to the question of whether the behaviour is unwelcome. Harassment is not reasonable management action carried out in a reasonable manner.
Inclusion	Is involvement and empowerment that enables an employee to contribute to their potential. Employees feel included when they have a sense of belonging are valued for the characteristics that make them unique and feel psychologically safe to share their ideas and contributions.

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Term	Definition
Indirect discrimination	Occurs when an unreasonable requirement, condition or practice is imposed on a worker that makes it difficult or impossible for that worker with one or more of the attributes to comply, in circumstances where other workers without the attribute or attributes can comply, or with which a higher proportion of people without the attribute comply, or are able to comply . While the requirement, condition or practice might be applied generally, it may have the effect of disadvantaging a worker with a particular attribute. For example: holding workplace meetings after work hours when employees with family responsibilities would find it hard to attend. If a condition or requirement is reasonable, there is no indirect discrimination under the relevant legislation.
Sexual Harassment	Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated, and/or intimidated where that reaction is reasonable in the circumstances. Sexual harassment is not sexual interaction, flirtation or attraction or friendship which is invited, mutual, consensual or reciprocated. It occurs when a person, or group of people: • make an unwelcome sexual advance, or request for sexual favours, to another person; and/or • engage in other unwelcome conduct of a sexual nature; and • this behaviour would be perceived by a reasonable person, having regard to the circumstances, to be offensive, humiliating or intimidating.
Special Measures	Aim to foster greater equality by supporting groups of people who face, or have faced, entrenched discrimination so they can have similar access to opportunities as others in the community. Special measures are allowed under federal anti-discrimination laws.
Victimisation	Is when an employee is treated less favourably for making a complaint or providing information as a witness. For example: using pay back, refusing to acknowledge the person, removing or reducing benefits.
Vilification	Is a public act that incites hatred against, serious contempt for, or revulsion or severe ridicule of another person or group of persons because of their race, religion, sexuality or gender identity. For example: graffiti that encourages hatred of a particular race of people.

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Term	Definition
Vicarious liability	Is a legal term used to describe the liability a person or organisation may have when they have knowledge or are a witness to discrimination, harassment or workplace bullying and fail to take reasonable action to prevent it from occurring (including reporting).
This policy	This policy and any related documents.

ENFORCEMENT

The EQL Group does not tolerate non-inclusive behaviour and upholds the law aimed at preventing vicarious liability. To achieve this the EQL Group expects its employees to:

- Comply with the Code of Conduct and all policies referenced above in their behaviours – whether at work or related to work.
- Understand and comply with this policy.
- Be assertive to prevent inappropriate and non-inclusive behaviours including discrimination, harassment, bullying, victimisation and vilification.
- Willingly adapt their behaviours if required to ensure appropriate workplace conduct.

If this policy is not adhered to, it may result in disciplinary action, or other outcomes, including but not limited to, counselling, warning, dismissal, depending on the circumstances.

EQL's Grievance and Dispute Settlement Procedure outlines the process employees can follow to raise a work related problem, concern or complaint.

VARIATION

This policy is not intended to detract from, or add to, any rights held by a person covered by this policy under a contract of employment or enterprise agreement. Subject to any consultation obligations, the EQL Group may vary, add to, withdraw, or replace this policy, at its discretion, at any time.

This policy should be reviewed at least every two years. This policy may only be varied by the Board. The CEO or the Company Secretary can approve administrative changes to Board approved policies (i.e. minor updates, amendments or corrections not involving changes to delegations or the provisions of the policy).