

DIVERSITY AND INCLUSION POLICY

VERSION: 1 | RELEASED: 1 JULY 2016



1. PURPOSE

Energy Queensland Limited recognises that diversity and inclusion benefit the organisation through increased innovation and creative problem solving, which facilitates the achievement of Energy Queensland Limited's strategic and operational goals. People from different backgrounds working together in an inclusive environment can bring a variety of ideas and perspectives to work which make Energy Queensland Limited's operations more efficient and our products and services more valued.

Further to these objectives, Energy Queensland Limited is committed to being a diversity leader in the energy sector by providing a diversity inclusive workplace in which everyone has the opportunity to fully participate and is valued for their distinctive skills, experiences and perspectives.

This policy has been developed to guide Energy Queensland Limited during the initial phases of its operation and is expected to be reviewed as Energy Queensland Limited's operations mature.

2. POLICY STATEMENT

Valuing and managing diversity and inclusion means that Energy Queensland Limited is committed to:

- Facilitating equal employment opportunities based on relative ability, performance or potential;
- Helping to build a safe work environment by taking action against inappropriate workplace and business behaviour that does not value diversity. Inappropriate workplace and business behaviour includes direct and indirect discrimination, harassment, sexual harassment, bullying, victimisation and vilification;
- Developing flexible work practices to meet the differing needs of our employees;
- Attracting and retaining a skilled and diverse workforce as a preferred employer;
- Enhancing customer service and market reputation through a workforce that respects and reflects the diversity of our customers;
- Making a contribution to the economic, social and educational well-being of the communities it serves;
- Improving the quality of decision-making, productivity and teamwork;
- Meeting the relevant requirements of legislation, shareholding Ministers and the Board;
- Aligning with world leading practice, and
- Creating an inclusive workplace culture.

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3. IMPLEMENTATION

Application/Scope

This policy applies to Energy Queensland Limited, its officers, employees and contractors (where applicable) and any other personnel notified that this policy applies to them. This policy is intended to apply to a secondee to Energy Queensland Limited. However, if an equivalent policy of the seconded employee's employer creates an enforceable right, this policy will apply to that employee only to the extent that it can operate consistently with the equivalent policy.

Program Development

Energy Queensland Limited will develop a diversity program that will move through a diversity continuum to support a 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. This will involve a program of work that provides the development of supportive and inclusive workplace policies and practices as well as customer responsive initiatives.

4. ENFORCEMENT

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

- Confirm with the Code of Conduct and behaviours at work or at afterhours work functions;
- Understand and comply with this policy;
- Be assertive to prevent inappropriate and non-inclusive behaviours of discrimination, harassment, bullying, victimisation and vilification; and
- 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.

5. DEFINITIONS

Term	Definition
Board	The board of directors of Energy Queensland Limited
Bullying	Is defined as repeated and unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety. 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.

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Direct discrimination	Is denying a person of an opportunity or treating them less favourably because they belong to a particular group or category. For example: not employing a male applicant on the grounds of females typically doing the job.
Diversity	Is recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. People differ not just on the basis of race and gender, but also other dimensions such as lifestyle, education, physical ability, age and family responsibility.
Harassment	Is any form of behaviour that is unwelcome and which offends, humiliates or intimidates a person.
Indirect discrimination	Occurs when an action or policy which appears to treat everyone equally, has a discriminatory effect against a certain group of people. For example: holding workplace meetings after work hours when employees with family responsibilities would find it hard to attend.
Sexual Harassment	Is any form of unwelcome sexual attention. This may be obvious or indirect, physical, or verbal, intentional or unintentional, or behaviour that creates a sexually hostile or intimidating environment.
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.
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). The person and/or the organisation can be held legally responsible and cannot claim not to have known.
This policy	This policy and any related documents

6. REFERENCES / RELATED DOCUMENTS

- Code of Conduct
- Out of Hours Conduct Policy
- Health and Safety Policy

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- Environment and Cultural Heritage Policy

7. ENQUIRIES REGARDING THIS POLICY

The Owner of this policy is the Chief Executive Officer or authorised delegate.

This policy is approved by the Board.

Enquiries regarding this policy should be directed to the Chief Executive Officer or authorised delegate.

8. 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, Energy Queensland Limited may vary, add to, withdraw, or replace this policy, at its discretion, at any time.

9. VERSION CONTROL

This Policy should be reviewed annually.

Version	Change
Initial release	Version 1 was approved by the Board on 30 June 2016.