

1. PURPOSE

Energy Queensland Limited recognises that diverse and inclusive teams are capable of producing improved results. Diversity and inclusion benefits 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 an inclusive workplace in which everyone has the opportunity to fully participate and is valued for their distinctive skills, experiences and perspectives.

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;
- Supporting 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.

3. IMPLEMENTATION

Application/Scope

This policy applies to Energy Queensland Limited (including its subsidiaries and related bodies corporate), 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 maintain a diversity 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.

4. REFERENCES

P004 Employee Code of Conduct (Policy)

P007 Out of Hours Conduct (Policy)

P009 Health and Safety (Policy)

5. DEFINITIONS

Board	The board of directors of Energy Queensland Limited
Bullying	<p>Is defined as repeated and unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety.</p> <p>Repeated behaviour refers to the persistent nature of the behaviour and can involve a range of behaviours over time.</p> <p>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.</p>
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	Describes our differences. People differ not just on the basis of race and gender, but also other dimensions such as lifestyle, education, physical ability, age, religion and family responsibility. Valuing diversity is about recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives.
Harassment	Is any form of behaviour that is unwelcome and which offends, humiliates or intimidates a person.

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.
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. 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 including 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.

7. 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.

This policy should be reviewed at least every two years.

This policy may only be varied by the Board or appropriately delegated Board sub-committee. 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).

Minor amendments reviewed and approved by the Company Secretary on 21 December 2020.

8. CATEGORY

Governance