

# Equity & Diversity Audit Action Plan 2024



| Action No. | Employee data insight  | Desired outcome   | Measure of success  | Timeframe         |
|------------|--|---|---|-------------------|
| 1          | Organisational representation of women is currently at 22.4%.  | Increase representation of women to reflect Queensland communities and position EQL for maximum performance               | Increase in whole of business representation of women to 23% in FY25  | 30 June 2025      |
| 2          | Approximately half of roles at Energy Queensland are trade-qualified, while women represent only 2% of electrical tradespeople in Australia.   | Grow pipeline of women to electrical trades   | 40%+ new apprentices are women in FY25  | 30 June 2025      |
| 3          | Opportunity to align with best-practice monitoring of like-for-like gender pay equity.   | Analyse like-for-like pay and eliminate any gender gaps   | Any like-for-like pay gaps eliminated   | 31 December 2024  |
| 4          | Opportunity to improve visibility and understanding of organisational gender pay gaps are an aggregate measure of gender equity.   | Improve organisational visibility and understanding of gender pay gap   | Implement gender pay gap dashboard  | 31 March 2025     |
| 5          | Opportunity to continuously improve visibility of diversity data through recruitment processes.  | Continue to ensure recruitment process is free from bias/discrimination   | Increased representation of women and First Nations peoples as successful candidates in recruitment processes | 30 June 2025      |
| 6          | Gap between women and men's responses to wellbeing question in employee survey (women 3% lower positive perception)  | Improve support for women's wellbeing   | Improvement in women's perception of support for wellbeing  | 31 December 2024  |
| 7          | Employee survey indicated field-based women more likely to experience sexual harassment than office-based women, or men  | Improve safety for field-based women  | Reduction in experiences of sexual harassment in pulse survey on workplace behaviours                         | 31 December 2024  |
| 8          | Approximately 55% of men who welcome children are utilising primary care givers parental leave – significantly above industry averages   | Share positive utilisation by men of primary care givers parental leave and encourage continued uptake                    | Continued utilisation of 50%+   | 30 June 2025      |
| 9          | Despite men being highly engaged in primary caregiving at birth, low uptake of part time work amongst men  | Improve gender balance in utilisation of part-time work   | Improved utilisation of part time work by men   | 31 December 2026  |
| 10         | Women's attrition rate is currently slightly higher than men for EQL employees.  | Retain women at the same rate as men  | Reduced turnover of women in comparison with men  | 31 January 2025   |
| 11         | First Nations data findings indicate gaps between First Nations and non-First Nations employees related to leadership representation and promotions, experiences of inclusion and average earnings.                      | Share First Nations employee data insights back through RAP Leads Group for action in alignment with existing RAP actions | Improvement representation, promotion and retention of First Nations employees                                | 30 September 2024 |
| 12         | Few employees have updated diversity data to align with new reporting fields, compromising the quality of data for employees from culturally and linguistically diverse (CALD) backgrounds and employees with disability | Improve quality of diversity data in readiness for additional DEI Plan focus on CALD and disability inclusion             | Reduction in "no data" diversity fields   | 30 June 2025      |