

## Purpose

Our commitment is to a workplace that values each person, through their unique individual experiences, ideas, backgrounds, skills and qualities. This environment leads to better decision making, innovation and ultimately a better service for customers and communities. The diversity within our business will be reflective of the diversity of our customers and the community in Tasmania.

We recognise that we will have achieved an inclusive culture when our people feel valued, respected, safe and connected. It is our goal to attract, develop and retain people that are diverse in gender identity, age, ethnicity, cultural background, ability or disability, marital or family status, religious belief, sexual orientation or social economic background, thought, perspective and experiences.

## Legislation

*Australian Human Rights Commission Act 1986 (Cth)*

*Fair Work Act 2009 (Cth)*

*Workplace Gender Equality Act 2012 (Cth)*

*Anti-Discrimination Act 1998 (Tas)*

## Policy

Our objectives are to:

- Have an inclusive workplace where every employee is valued and respected and can participate fully and develop in the organisation regardless of their background and life experience.
- Remove barriers to employment or success in the workplace by being flexible and accommodating of different needs, leveraging individual experiences, backgrounds, ideas, insights, skills and qualities.
- Actively promote understanding and acceptance of difference in the workplace and the value that diversity can bring to our business outcomes and the service that our customers experience.
- Celebrate and build pride in the diversity that exists within the business.

## Responsibilities

The Board and Senior Management are responsible for:

- Reviewing our workforce diversity and inclusion strategy outcomes and action plans on a regular basis to ensure that we meet our objectives.
- Achieving diversity and inclusion through setting annual measurable objectives for diversity and inclusion.
- Reporting on the progress in achieving those objectives on an annual basis.
- Leading and role modelling inclusive behaviours and championing the objectives set out in this policy.
- Minimising and eliminating bias in relation to decision making and
- Actively promoting diversity and inclusion.

All employees of TasWater are responsible for supporting our workplace to be an inclusive and diverse one by taking opportunities to learn from our differences, valuing, respecting, and including all.

## Associated Documents

Code of Conduct TASCDS03

People Management Policy TASPOL18

Workplace Behaviour Policy THRPOLO1

<b>Version number, title and IMS number</b>	4.0 Diversity and Inclusion Policy TASPOL09
<b>Approved By</b>	TasWater Board Chair
<b>Date</b>	3/12/2021