

Diversity & Inclusion Policy

Purpose

Our commitment is to a workplace that values the different perspectives, life experiences and backgrounds that our people bring to their work and which lead to better decision making, innovation and understanding of the customers and community that we serve.

The diversity within our business will be reflective of the diversity of our customers and the community in Tasmania.

Diversity includes but is not limited to gender, age, ethnicity, cultural background, ability or disability, sexual orientation, language skills, experience, education, religious beliefs and thinking approaches.

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 for their individual contribution, regardless of their background and life experience
- Remove barriers to employment or success in the workplace by being flexible and accommodating of different needs
- 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
- Leading and promoting diversity and inclusion.

All employees of TasWater are responsible for supporting our workplace diversity and inclusion objectives through being accepting and understanding of differences in others.

Associated Documents

Corporate Code of Conduct TASCDS03

People Management Policy TASPOL18

Workplace Behaviour Policy THRPOL01

Approved by the Board at its meeting on 26 September 2018.

A handwritten signature in black ink, appearing to read "Antel Kampa".

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Chairman