

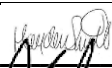
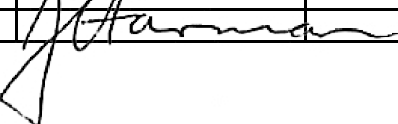




Diversity & Inclusion Policy

Issue No.	Date	Brief description of update	Next review date
1	March 2018	Policy Creation	February 2020
2	February 2020	Policy Review	February 2022
2	July 2020	New branding & RAP Inclusions	July 2022

Business unit responsible for updates: Human Recourses

Role	Person	E/Signature	Date
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1. PURPOSE

At EDL we value diversity. We fundamentally believe that an inclusive and collaborative culture leads to organisational success.

We adopt a broad view of diversity, which includes the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious, political or other ideological beliefs.

A diverse and inclusive culture:

- Leads to people being treated with respect
- Develops leaders who build inclusive teams and workplace environments
- Ensures all employees feel that they belong and are valued
- Allows all employees to reach their full potential
- Leads to optimal outcomes for our customers and the communities in which we operate

2. SCOPE

EDL's commitment to diversity and inclusion extends to all facets of our business and is underpinned by our Diversity and Inclusion Strategy.

Everyone at EDL is encouraged to speak up and tell the Diversity and Inclusion Committee what is going right and what is going wrong with respect to diversity. Our target is open and honest free flow of views and information leading to the right outcomes for EDL and its people.

Everyone at EDL has a role to play in building a diverse and inclusive culture at EDL.

Employees will:

- Understand how they personally can value diversity and contribute to an inclusive workplace environment
- Complete all diversity and inclusion training, at induction and then all refresher training
- Value and respect each other's differences
- Speak up about behaviour in the workplace which is not reflective of EDL's Diversity and Inclusion Policy

In addition to the requirements of employees, EDL's senior management and Executive Leadership Team will:

- Ensure all team members complete all compulsory training
- Model, acknowledge and encourage acceptance of diversity and inclusion
- Create an environment that allows their people to speak freely and bring their diverse perspectives to the table
- Identify and eliminate any barriers to equality of opportunity in employment
- Consider both the needs of the employee and the needs of the business in decision making
- Seek help and advice from Human Resources in the application of the Diversity and Inclusion Policy where required
- Consult with employees about key areas relating to diversity and inclusion and utilise the information to continuously improve EDL's processes

Human Resources will:

- Promote the value of diversity and inclusion in the EDL workforce

- Ensure EDL's commitment to diversity and inclusion is reflected in EDL's policies, procedures and new initiatives
- Provide advice and support to employees, senior management and the Executive Leadership Team in promoting and continuing to develop a diverse and inclusive work environment
- Assist in the proper application of the Diversity and Inclusion Policy
- Develop appropriate reporting measures to assist the Executive Leadership Team in assessing the effectiveness of the Diversity and Inclusion Policy

The Diversity and Inclusion Committee will:

- Act as ambassadors to drive and promote the benefits of diversity and inclusion at EDL
- Support EDL in achieving its goal of a diverse and inclusive workplace
- Support the development and implementation of diversity and inclusion programmes at EDL
- Align relevant Australian initiatives with EDL's Reconciliation Action Plan commitments where possible

Diversity and Inclusion at EDL are also supported by the following EDL policies:

- Leave policies
- Flexible Working Arrangements Policy and Guidelines
- Code of Conduct
- Group OHS and Behavioural Consequence Standard
- Occupational Health, Safety and Training Policy
- Recruitment and Selection Guidelines
- Rehabilitation and Return to Work Policy
- Workplace Harassment Policy

3. POLICY STATEMENT

At EDL all staff (including contractors and consultants) will demonstrate appropriate workplace behaviours with respect to Diversity and Inclusion and will hold others accountable for their actions, expressing views and opinions with respect at all times.

4. DIVERSITY AND INCLUSION STRATEGY

4.1 Introduction

Our goal is to embrace diversity and inclusion because not only is it the right thing to do, it also provides the business with strategic advantages, as outlined in Section 4.4.

Diversity at all levels improves productivity and business performance and reduces risk. Diversity is not just about social justice or equal opportunity, the business case for diversity and inclusion is strong.

4.2 What is diversity and inclusion

Diversity is a word that describes difference and uniqueness. It extends to knowledge, experiences and skills, demographic characteristics and personal characteristics.

An inclusive workplace is one where all employees feel safe and able to contribute their ideas and unique perspectives.

4.3 Why diversity matters at EDL

A diverse and inclusive workplace is attractive to potential employees and key to retention of existing employees.

EDL has always valued enterprise and innovation; a diverse and inclusive culture will ensure that as a business we continue to be open to new ideas and new ways of doing things and that our business perspective remains fresh and innovative.

4.4 The value of diversity and inclusion

A diverse workplace and inclusive culture create value and strategic advantage by encouraging:

- resilience and engagement in teams
- innovative, fast paced and agile thought
- increased productivity and performance
- alignment of decision making with the perspectives of the communities in which we operate
- the growth and enrichment which flows from differences in thinking through and solving issues
- recognition as a great place to work

4.5 EDL's guiding principles

Diversity is not just about representation of certain groups, nor is it about numbers. It is about creating an environment that fosters creativity, diverse thinking, heightened problem solving.

4.6 How we plan to build diversity and inclusion at EDL

EDL has a Diversity and Inclusion Committee which is chaired by EDL's CEO. The Diversity and Inclusion Committee is accountable for diversity and inclusion outcomes at EDL.

EDL has set up a regular touch points through which all staff at EDL can put forward their ideas and be consulted with about diversity and inclusion at EDL.

4.7 What does success look like

EDL considers that success in diversity and inclusion looks like this:

- An increase in workforce participation for people with diverse backgrounds
- Employee satisfaction with access to flexible work practices
- A greater number of applicants having diverse backgrounds
- Understanding and reflecting the communities in which we operate
- Discovering and emboldening our talent; encouraging them to achieve to the best of their ability

All staff may send suggestions or comments to Diversity@edlenergy.com, take part in the regular D&I half hour catch ups (see SharePoint for the details of the next catch up, run by members of the Diversity and Inclusion Committee) and are updated on where we are at during the regular whole Company Town Hall Meetings.

4.8 Aboriginal and Torres Strait Islander employees

In Australia, EDL recognises the value that Aboriginal and Torres Strait Island culture can bring to business performance. EDL has a proactive focus on Aboriginal and Torres Strait Islander Diversity and Inclusion in line with its Reconciliation Action Plan (RAP) commitments which include targeted recruitment strategies for employees and contractors to help enhance reconciliation and diversity at EDL.