
Diversity and inclusion policy

Background

Energetics recognises the importance of a diverse workplace and that diversity includes matters of age, gender, sexual orientation, gender identity, race, ethnicity, culture, religious beliefs, language, physical and mental disability, political views and family responsibilities. We have developed this policy as a framework to build a diverse and inclusive workforce that is representative of the wider community in which we operate. Decisions taken by a diverse group of people are better informed as they are based on a breadth of opinions and experience.

Policy

Energetics commits to providing an environment where we:

- actively commit to creating and maintaining an inclusive workplace that embraces and promotes diversity
- continue to recognise and celebrate our diverse culture and grow our workforce to reflect the culturally diverse communities we serve
- celebrate the differences each person brings to the workplace to ensure everyone is acknowledged and valued
- ensure that everyone is treated with respect
- ensure that everyone is given equal opportunity to advance their career
- ensure that all employees are encouraged and supported in balancing their work and personal lives
- will not tolerate any harassment or discrimination.

Procedure

We achieve a diverse and inclusive workplace by:

- Running a multi-stage recruitment process including interviewees with different backgrounds. This process culminates in employing the best candidate for the role, regardless of their background.
- Requiring all employees to undertake mandatory 'Anti-bullying and anti-harassment' training every two years.
- Completing the annual Workplace Gender Equality Agency (WGEA) reporting submission despite not being a 'relevant employer'. This allows us to benchmark ourselves against organisations with best practice gender diversity.
- Maintaining a Reconciliation Action Plan (RAP) which requires us to maintain a culturally safe workplace, being sensitive to cultural differences and understanding how to improve relationships, respect and opportunities for employees and Aboriginal and Torres Strait Islander people across communities.

- Providing flexible working arrangements, in terms of where, when and how employees can complete their work, in order to allow people to successfully manage their out of work commitments. Complementing these arrangements, we have technology solutions that support flexible working.
- Monitoring the progress and effectiveness of diversity related initiatives, including progress against measurable objectives.
- Championing the diverse and inclusive culture by positive example.

Relevant legislation

There is a range of legislation that supports diversity and inclusion within the workplace. Energetics ensures that we are fully compliant with legislation such as the Fair Work Act 2009 and all anti-discrimination legislation.

Document control

Quality assurance covers all dimensions of Energetics' customer offering. All documents produced are reviewed by senior subject matter expert before being presented to clients. Below is a record of the consultants and subject matter expertise involved in the development and quality assurance of this document.

| Description | Prepared by | Reviewed by | Approved by | Approval date |
|---------------|----------------|----------------|-----------------|---------------|
| Initial draft | Jess Shore | Rebecca Harvey | Paul Thomas | 01/05/2021 |
| Final version | Rebecca Harvey | Paul Thomas | Leadership Team | 11/06/2021 |

Appendices

Appendix A: Supporting policies and action plans

The following Energetics policies and plans work in support of our diversity policy:

- Code of conduct
- Ethics policy
- Anti-bullying and anti-harassment policy
- Flexible work policy
- Leave policy
- Parental leave policy
- Working from home policy
- Reconciliation Action Plan (in development).