



HR0102

Inclusion and Diversity Policy

December 2018

Hunter H2O Holdings Pty Limited
ABN: 16 602 201 552

Inclusion and Diversity Policy

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Acknowledgement of Country

Our team at Hunter H2O acknowledge the traditional custodians of this land, the Awabakal people, and the many other Aboriginal nations throughout Australia where we do business:

We pay tribute to their love of land, their people, and their culture.

We pay our respects to their Elders, past, present and emerging.

Let us all share the beauty of this land, its waters and its wildlife.

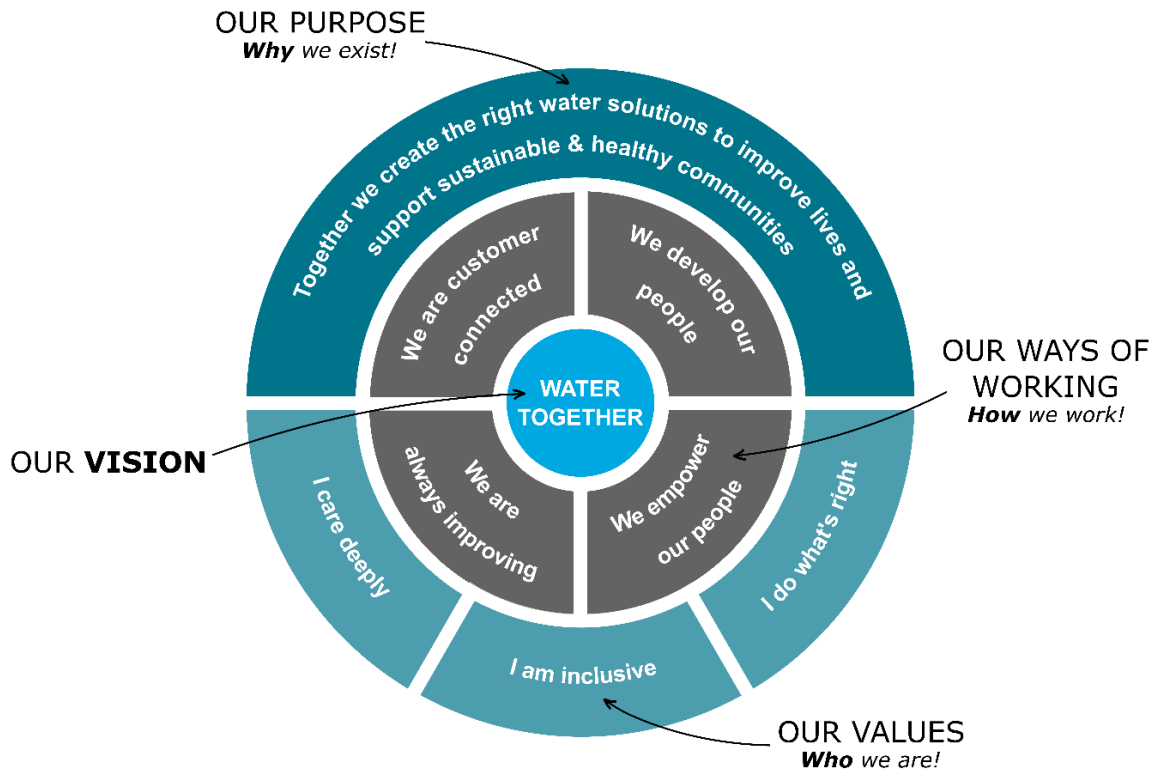
While valuing inclusiveness, kindness and diversity, let us share the same hope for a better future.

Each year prior to commencement of our Company AGM we will reaffirm “Acknowledgement of Country”.

Introduction

At Hunter H2O we value diversity of thought and experience and believe that our inclusive and collaborative culture contributes to our success. We are a diverse workforce that reflects contemporary, multicultural Australia. We celebrate and promote this diversity as a strength of our business.

Our Vision is **Water Together**. Having an inclusive culture where everyone feels safe to speak up, safe to be involved and people are treated fairly and with respect is important to us. Collaboration to deliver great water solutions to our customers and their communities is a foundation of the Way We Work Together. A foundation of our Employee Value Proposition is our values with one of our core values being **“I am inclusive”**.



Hunter H2O recognises that inclusion within our workforce helps us to:

- Attract, retain and motivate quality employees from the broadest possible pool of talent;
- Foster a culture that reflects our values of **Being Inclusive**, **Caring Deeply**, and **Doing What's Right**;
- Enable innovation, creativity and inspire critical thinking as a result of having a more diverse range of perspectives;
- Create a dynamic environment that leads to higher performance and well-being and greater employee engagement and satisfaction; and
- Improve the connection between our people and the community we serve.

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Building an Inclusive Culture and Environment

Hunter H2O is committed to:

- Creating a workplace culture where people are treated with dignity and respect;
- Striving to create an inclusive environment respectful to all cultural backgrounds, genders, sexual orientations, physical abilities, age and beliefs.
- Developing inclusive leaders who value and have a deep understanding of diversity and inclusion, and the capability to build inclusive teams and working environments;
- Delivering development programs and an inclusive culture that enable all employees to feel that they belong and are valued individuals who can reach their full potential;
- Continuing to build an inclusive culture that excels in transferring knowledge and skills to the next generation.
- Considering ability (and not disability) when we employ and promote people and aim to create a physical and cultural environment which supports participation and reasonably accommodates special needs;

Objectives

To achieve a diverse and inclusive workplace, Hunter H2O supports the following objectives:

- **Celebrate and enhance our Diversity and Inclusiveness at Hunter H2O**

We will take time each year to celebrate our diversity and reflect on how we are going as an organisation in creating an inclusive culture.

- **Performance Management and Professional Development**

Hunter H2O will apply consistent performance targets, reviews and processes across all roles, with a focus on driving positive behaviours and accountabilities within our business. Inclusiveness will be one of the behaviours we consider when reviewing performance. We recognise that inclusiveness and collaboration contribute to a high performance culture and enhanced business outcomes.

Hunter H2O will work with every employee to create and implement a professional development plan enabling all our staff to reach their full potential.

A focus on the development of the next generation of water professionals through graduate development programs and traineeships.

- **Recruitment, Promotion, Progression and Remuneration**

Hunter H2O aspires to have a diverse and inclusive workplace. When recruiting, promoting and considering remuneration, Hunter H2O will focus on demonstrated capabilities and behaviours so that there is no intended or unintended bias.

The Board through the People and Culture Committee review how the assessment of remuneration is undertaken so that it is consistent with market expectations and contains no systemic bias.

- **Flexible Work Arrangements**

Hunter H2O recognises the importance of providing flexible work arrangements for employees to enable them to balance personal, volunteering and work responsibilities. Hunter H2O will ensure that our flexible work arrangement policies and frameworks are enabling of the diverse and inclusive culture that we want to create.

Accountability

The CEO is responsible for developing the Policy, setting the measurable objectives and monitoring progress against them. The Board has responsibility for oversight of these aspects of the Policy.

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The CEO is responsible for ensuring that workplace practices are in place to give effect to the Policy and to meet the measurable objectives developed by the Board. The CEO is responsible for reporting to the Board on progress in achieving the measurable objectives set by the Board.

All Staff are responsible for upholding and applying Hunter H2O's core values to this Policy.

Reporting and Compliance

The Executive Leadership Team will report annually to the Board (and subsequently to staff) on the progress towards achieving Hunter H2O's diversity and inclusiveness objectives as set out in this policy.

Supporting Policies

Hunter H2O's approach to diversity is supplemented by a range of policies, including our:

- HR0101 Hunter H2O Code of Conduct
- HR0100 Human Resources Policies and Procedures Manual
- HR0105 Performance Management Manual
- Individual Employee Agreements & Enterprise Agreements

End of Document

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