

# Diversity & Inclusion Policy

## GWA1009

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## 1. Objective

GWA recognises and celebrates the value and contribution each individual brings to our workplace and appreciates the value of attracting and retaining employees from different backgrounds. GWA is committed to creating a working environment that is fair and flexible; promotes personal and professional growth and benefits from the capabilities of its diverse workforce.

We recognise that diversity in our workforce contributes to our business success and benefits our employees, customers, consumers and shareholders. Leveraging diversity in our workplace delivers a strong competitive advantage.

Our aim is to ensure that our business policies, procedures and behaviours promote diversity and inclusion and create an environment where individual differences are valued.

## 2. Scope

This policy applies to all GWA Directors and employees.

## 3. Responsibilities

- The Nomination and Remuneration Committee has responsibility for oversight of this Policy in accordance with the 3<sup>rd</sup> edition of the ASX Corporate Governance Principles and Recommendations.
- The GWA Board has responsibility for its initial approval and any amendments made to it.
- The Managing Director has responsibility for the administration of this Policy including its reporting to the Board or relevant sub-committee as appropriate.

## 4. Policy

It is an understanding that each individual is unique, and recognition of our individual differences. These differences can include skills, experience, thought, gender, age, disability, ethnicity, cultural or socio-economic background, religion, sexual orientation, political or ideological beliefs as well as other dimensions such as lifestyle and family responsibilities.

At GWA we are committed to:

- a workplace which is free from discrimination, harassment, bullying, victimisation and vilification;
- treating employees fairly and with respect;
- a workplace culture that is inclusive and embraces individual differences;
- equal employment opportunities based on ability, performance and potential;
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- flexible work practices and policies to support employees and their changing needs;
- attraction, retention and development of a diverse range of talented people; and
- equitable frameworks and policies, processes and practices that limit potential unconscious bias.

## **4.1. GWA's approach to Diversity and Inclusion**

The strategic priorities which form our Diversity and Inclusion Strategy align to the current and emerging needs of the GWA workforce and encompass gender, age and culture.

Our diversity and inclusion strategy includes setting measurable objectives for achieving diversity at different levels throughout GWA.

The Managing Director will recommend objectives in relation to gender diversity and will seek the Board's approval of these objectives. The objectives and progress against them will be monitored by the Nomination and Remuneration Committee on an ongoing basis and will be disclosed in the Annual Report.

## **4.2. Diversity programs and practices**

To achieve a diverse and inclusive environment, we support the following programs and practices:

### **4.2.1. Recruitment, Selection & Promotion**

We recognise the value of recruiting, selecting and promoting employees with different backgrounds, knowledge and experience. Our recruitment and selection processes identify candidates with the most suitable knowledge, skills, experience and personal values and as an equal opportunity employer, the recruitment processes are designed to promote equality. Testing, independent evaluations and behavioural interviewing are used to promote equitable and unbiased selection and promotion decisions.

### **4.2.2. Remuneration**

Our role grading and remuneration review processes actively consider equity in both grading and remuneration and we will continue to develop strategies and initiatives to resolve any identified gaps.

### **4.2.3. Career development and performance**

Employees are encouraged to develop and progress their careers through opportunities that build capability and all employees are supported to participate in career development conversations.

Available opportunities for promotion and transfer are advertised to all employees to enable them to apply for roles and develop their career path. We encourage and reward excellence and performance is measured based on agreed goals to promote equity and remove bias.

### **4.2.4. Talent and succession planning**

Talent and succession planning are core practices within the organisation and an annual process identifies high performing and high potential individuals across GWA.

Talented individuals are identified based on their performance and potential and divisional reviews ensure that talent and succession decisions are equitable, consistent and aligned to diversity and equal opportunity principles across GWA.

The talent and succession process is used to identify candidates for leadership development programs and gender diversity is a key consideration during candidate selection.

## 4.2.5. Equal opportunity training

All employees are required to attend Equal Employment Opportunity (EEO) training followed by a refresher session every two years to embed our EEO, Discrimination, Harassment and Bullying Policy. Each Manager is also required to attend Unconscious Bias training.

This training raises awareness and encourages behaviour that supports a work environment free from discrimination and harassment.

## 4.2.6. Flexibility

Our Flexibility Policy provides an equitable framework that enables employees to apply for flexible work arrangements, particularly employees with parenting, family, carer, cultural and religious commitments.

To ensure flexibility is implemented equitably, all managers are encouraged to support team members who require flexible working arrangements.

## 4.2.7. Gender diversity

Gender equality at all levels of the organisation is a key component of our Diversity and Inclusion Strategy. Increasing the representation of women at senior levels of management will remain one of our strategic priorities on an ongoing basis.

## 4.2.8. Employee consultation

Employees are consulted annually through surveys, focus groups and forums to gain insight into potential barriers to diversity and issues and opportunities for further action.

## 5. Definitions

Diversity is acknowledging understanding, accepting, valuing and celebrating differences among people. Diversity occurs in areas such as gender, race, religion, sexual preferences, age impairment or disability, family responsibilities, marital status and status as a parent or carer. However, it is not limited to these examples. Diversity also exists between individuals in the roles they perform, where they are from and their socio-economic status.

## 6. References

The Diversity and Inclusion Policy is supported by various other policies, including:

- Code of Conduct
- Leave Policy
- EEO, Discrimination, Harassment and Bullying Policy
- Talent Referral Incentive Policy
- Flexibility Policy