

# Diversity and Inclusion Policy

CitiPower Pty Ltd and Powercor Australia Ltd  
(including Powercor Network Services)

CitiPower and Powercor recognise that all employees bring their own unique capabilities, experiences and characteristics to their work. We value the differences between people and the contribution these differences make to our business and the communities in which we serve.

The business is committed to providing a working environment that is supportive of differences and where employees have an equal opportunity to achieve their career aspirations.

## In order to support the policy we will:

- Facilitate equal employment opportunities based on relative ability, performance or potential. All employees will be considered for advancement and secondment opportunities based on achievement, experience and the value they could bring to the role.
- Build a safe work environment by taking action against inappropriate workplace behaviour such as unlawful discrimination, harassment, bullying, victimisation and vilification.
- Develop flexible work practices in line with business requirements which meet the differing needs of our employees, particularly those with family responsibilities or those looking to transition to retirement.
- Attract and retain a skilled and diverse workforce as an employer of choice.
- Make a positive contribution to the economic, social and educational well-being of the communities we serve.
- Create an inclusive workplace culture.

All employees and other persons working in or providing services to the business are required to respect and adhere to the diversity principles set out in this policy.

## Managers and supervisors are responsible for:

- Understanding diversity and the intent of this policy.
- Creating an environment where there is tolerance of difference.
- Developing and encouraging a positive environment, where all employees are treated with respect and dignity.
- Reporting breaches of this policy, and addressing inappropriate attitudes or behaviours.
- Ensuring that the ability to contribute and access opportunities is based on merit.



**Timothy Rourke**  
Chief Executive Officer  
September 2014

