

Policy no: **4.09**



Approval date: **13/10/2008**
(original approval)

Last review date: **17/12/2010**

Policy title: **DIVERSITY POLICY**

POLICY

Western Power supports a diverse, inclusive and healthy work environment, where people treat each other with respect and everyone has the opportunity to maximise their contribution.

PURPOSE

To foster a constructive and inclusive work culture, Western Power recognises the value and unique contribution people make due to their individual skills, experiences and perspectives.

SCOPE

This policy applies to Western Power's employees.

Workplace diversity builds upon the principle of equal employment opportunity (EEO) by placing emphasis on the recognition, inclusion and value of differences.

OUTCOMES

- ▶ A safe and healthy work environment where differences are respected and valued.
- ▶ Diversity contributes to the development of a constructive culture.
- ▶ Western Power business practices leverage diversity for maximising business outcomes.
- ▶ A skilled and diverse workforce with a healthy turnover.
- ▶ Western Power's people systems and practices (e.g. recruitment, selection, training and development and performance management) meet diversity and equity standards.
- ▶ Improved corporate image and reputation.

OUR CORPORATE VALUES

This policy aligns with and supports the Western Power corporate values:

- | | |
|---|--|
| <input checked="" type="checkbox"/> put safety first | <input checked="" type="checkbox"/> make a positive difference |
| <input checked="" type="checkbox"/> respect our customers | <input checked="" type="checkbox"/> earn trust |
| <input checked="" type="checkbox"/> work together | <input checked="" type="checkbox"/> act like it's our own business |

Employees recognise and value diversity in the wider community and treat our colleagues, customers and stakeholders with respect.

We will work together to build an inclusive workplace culture based on mutual trust, respect and integrity.

THIS POLICY IS NOT TO BE CONSIDERED IN ISOLATION; IT IS TO BE READ IN CONJUNCTION WITH ALL RELATED POLICIES AND OTHER DOCUMENTS, INCLUDING, BUT NOT LIMITED TO, THOSE SPECIFICALLY LISTED IN THE BODY OF THE POLICY DOCUMENT.

PRINCIPLES

- ▶ Alternative perspectives and backgrounds are viewed as an asset.
- ▶ Western Power will attract, retain and develop a workforce that is representative of its customer base and the wider community.
- ▶ Promote a work environment that considers a diversity of views to ensure the best outcomes in decision making.
- ▶ Western Power will provide fair, effective and respectful processes where employees feel safe to raise concerns, without prejudice.
- ▶ Western Power's Board will establish measurable objectives for achieving diversity (including with respect to gender) and will ensure that the People & Performance Committee assesses progress of achieving those objectives on at least an annual basis. Details of the diversity objectives (and progress in achieving them) will be disclosed in our annual report.¹

RELATED DOCUMENTS/INFORMATION

Legal references:

Federal Legislation:

Human Rights and Equal Opportunity Commission Act 1986
 Racial Discrimination Act 1975
 Sex Discrimination Act 1984
 Disability Discrimination Act 1992
 Workplace Relations Act 1996
 Equal Opportunity for women in the workplace Act 1999
 Crimes Act 1914
 Age Discrimination Act 2004
 Privacy Act 1988

State Legislation:

Equal Opportunity Act 1984
 Spent Convictions Act 1988
 Industrial Relations Act 1979
 Workers Compensation and Injury Management Act 1981

Standards & guidelines:

Employee Concerns Resolution Process
 Western Power Corporate Values

Related policies & other documents:

Code of Conduct ([DM#: 3575156](#))
 Resourcing Policy ([DM#: 3899263](#))
 Equal Employment Opportunity Policy ([DM#: 7399608](#))

Approving authority for related procedures, guidelines, etc:

General Manager Corporate Services

¹ Any change to this policy that impacts the requirements of this paragraph must be approved by the Board.

ACCOUNTABILITY AREA: CORPORATE SERVICES
POLICY OWNER: GENERAL MANAGER CORPORATE SERVICES
NEXT REVIEW DATE: 01/06/2012
APPROVED BY: BOARD



29/12/2010

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Doug Aberle – Managing Director

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John Pease – Executive Officer

RESOLUTION NO: 115/2010/BD
(where applicable)