

# HRM-POL-012

## Diversity Policy

### 1. Application

This policy applies to all TI Employees, Contractors, Embedded Contractors, Consultants and TI Officers

### 2. Definitions

**TI:** means Tasmanian Irrigation Pty Ltd, ACN 133 148 384.

**TI Contractors:** means contractors or consultants engaged by TI under a personal services consultancy agreement or other similar arrangements.

**TI Employee:** means employees and Contractors of TI but does not include TI directors.

**TI Personnel:** means TI officers (for example TI directors) and TI Employees.

### 3. Policy

TI appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors; origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance, language to name a few.

TI values the differences between people and the contribution these differences make to our business. TI will actively manage diversity, finding ways of utilising the differences that exist, in order to improve our business.

TI will actively seek to have a diverse workforce and to accommodate the unique needs of many different employees, above all, we are committed to ensuring that all employees are treated with respect and dignity.

#### DIVERSITY RESPONSIBILITIES

It is the responsibility of all managers to create an environment where;

- There is an ongoing effort within TI to build a diverse and engaged workforce. This will be done throughout the recruitment and selection process where recruitment will be based on merit, and enhanced by TI continually promoting the value of diversity.
- There is acceptance and celebration of differences. The company will ensure that all employees are treated fairly and with respect and dignity.
- The ability to contribute and access opportunities such as training, acting in higher duties and promotion are based on merit. The company will adopt and actively encourage those practices and procedures that enable employees to contribute to the best of their ability.

Specifically the company will provide equal opportunity in respect to employment and employment conditions, including:

- recruitment and selection;
- training;
- career advancement; and
- support.

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TI is committed to supporting employees and managers in the achievement of a diverse workplace. Managers are responsible for developing and encouraging a positive environment, where all employees are treated with respect and dignity.

Managers must act in accordance with the spirit of this policy and show exemplary leadership in the implementation of this policy.

TI will provide support to managers and others including, ongoing training and education in diversity, equal opportunity, harassment, bullying and discrimination. The staff of People and Culture are available to support managers and others achieve the objectives of this policy

People and Culture will proactively monitor and report company performance in meeting these standards and policies, and work with the leadership team to set targets for the achievement and maintenance of this policy.

4. Diversity Policy, Procedure and Legislative Framework

TI is a State-Owned Corporation and is required to comply with its own policies, prescribed applicable legislation, State Government policies and procedures and the Member’s Statement of Expectation.

This policy should be read in conjunction with:

- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Human Rights and Equal Opportunity Commission Act 1986
- Work Health & Safety Act 2011
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Workplace Relations Act 1996
- TI Managing Performance and Behaviour Policy
- TI Code of Conduct

5. Policy Review Date

This policy should be reviewed by the CEO every 2 years.

There has been no material change to this policy from the previous policy. It has been signed off below by the CEO.

Date: 23 June 2021

Chief Executive Officer:



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