

Diversity, Equity and Inclusion Policy

Policy Number – HRM-POL-004

1. Our Vision and Values

Our Vision:

“Tasmanian Irrigation (TI) is seen as an essential and valued partner in sustainably growing Tasmania’s agricultural sector and overall prosperity.”

Our Values:

- Integrity
- Collaboration and Communication
- Safety and Wellbeing
- Innovation and Optimisation
- Sustainability

2. Policy Purpose

2.1. The purpose of this Policy is to establish a policy statement that outlines TI’s commitment to diversity, equity, and inclusion (“**DEI**”) and the guiding principles that will be used to implement this Policy.

3. Scope

3.1. This Policy applies to all employees of TI, including all directors, managers, full-time, part-time, casual, permanent, temporary, fixed-term employees, job candidates, student placements, apprentices, trainees, graduates, contractors, sub-contractors, and consultants.

(collectively “**Relevant Personnel**”).

4. Policy Statement

4.1. TI is committed to fostering an inclusive workplace culture where diversity is celebrated, and every individual is valued and respected. We believe that diversity and inclusivity enrich our organisation, drive innovation, and contribute to our long-term success as a global team.

4.2. 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.

4.3. **Commitment to Diversity:** TI is committed to building and maintaining a diverse workforce that reflects the communities we serve and the customers we support. We recognise and embrace the unique perspectives, backgrounds, experiences, and talents of our employees as fundamental to our success.

Approval Date: 07 August 2024

Review Date: August 2026

Endorsed By: Chief Executive Officer

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4.4. Equal Opportunity: TI is dedicated to providing equal employment opportunities for all individuals, regardless of race, ethnicity, colour, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, veteran status, or any other characteristic protected by applicable laws.

Equal opportunity is an integral part of the elements of the employment life cycle applicable to recruitment, retention, performance management, promotion, talent identification, succession planning, remuneration, professional development, and end of employment.

4.5. Recruitment Practices: TI is committed to implementing fair and inclusive recruitment and hiring practices to attract and retain a diverse talent pool. We will strive to remove barriers to entry and ensure that our selection processes are free from bias and discrimination. TI is committed to providing equal opportunities for career growth and advancement based on merit and performance, without regard to protected characteristics. We will establish transparent promotion criteria and processes to ensure fairness and equity.

4.6. Training and Development: TI will provide training and development opportunities to enhance awareness of unconscious biases, promote cultural competence, and foster inclusive leadership skills among our employees at all levels.

4.7. Metrics: TI will measure and track diversity goals and regularly report through Key Performance Indicator reporting.

5. Responsibilities

5.1. The Board has the responsibility to set the policy and monitor the effectiveness of implementation, including a review of key performance indicators (but not limited to) against achieving diversity in the composition of the Board and among senior management within the organisation, age, pay equity targets, diversity, and cultural diversity.

5.2. TI's Senior Leadership Team is responsible for implementing and demonstrating a visible commitment to this Policy by implementing inclusive practices and policies and fostering an inclusive work environment where all employees feel respected and valued.

5.3. The staff of the People and Culture Department will serve as a resource for employees and managers on DEI issues.

6. References

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

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- Workplace Relations Act 1996
- TI Workplace Behaviour Policy
- TI Code of Conduct

7. Policy Review Date

7.1 This policy should be reviewed by the PCSR Committee and approved by the Board, every **2 years** to ensure it remains effective, at an earlier interval where there is a material change to the organisation, relevant regulations, or standards.

Policy Approved

Date: 13/08/2024	Chair of the Board Signature	
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