

Diversity and Inclusion Policy



We're committed to diversity and inclusion in all that we do.

Diversity and inclusion are fundamental to AusNet Services' business success, and a talented and diverse workforce is essential for our long-term sustainability.

We are committed to fostering an inclusive culture consistent with our corporate values and that reflects a diverse workplace, where employees openly share their unique perspectives, challenge the status quo, and contribute their experience to achieve the best possible business outcome. To achieve this, our goal is to:

- Attract, engage, and retain talented people so we can achieve our Energising Futures Strategy, and meet the diverse needs of our customers;
- Leverage individual strengths to harness greater innovation;
- Treat each other fairly and with respect, and ensure zero tolerance for discrimination, harassment and bullying;
- Be an industry leader in gender equality, inclusion, and workplace diversity;
- Ensure all people-related decisions are made free from bias; and
- Integrate leading inclusion and diversity practices into our operations, to ensure diversity of backgrounds and thought and drive commercial success.

We will promote diversity and inclusion by:

- Attracting and retaining employees who have diverse backgrounds and perspectives;
- Setting measurable objectives for diversity, establishing initiatives and assessing progress annually;
- Conducting pay equity audits on an annual basis;
- Encouraging and supporting flexible working arrangements, where practicable;
- Reviewing processes and systems on an ongoing basis to identify any significant trends or biases and developing actions to mitigate these; and
- Encouraging all people to speak up on areas of concern and acting on issues raised quickly, systemically, transparently and in line with our values.

We do our best work when everyone, irrespective of their background, experiences inclusion, respect and trust.