

Diversity and Inclusion Policy

1. Introduction

- 1.1. The East Waste workforce encompasses individuals with a range of backgrounds, skills, and experiences that enrich our organisation, benefit our customers, and other key partners. We believe in the strength that arises from the variety of perspectives we embrace, whether rooted in distinct cultures or unique backgrounds and thought processes.
- 1.2. Our commitment to diversity and inclusion extends to all areas of our business and at all levels of our organisation. This includes recruitment, selection and appointment to roles, training and development, remuneration and reward, retention of employees, forms of leave and flexible working arrangements, succession planning and company policies and procedures.
- 1.3. Inclusion at East Waste relates to ensuring the working environment is one where differences are actively explored to improve business outcomes, and create a sense of belonging, trust, respect, and safety for all individuals.

2. Scope

- 2.1. This policy applies to all employees, contractors and consultants employed by the Eastern Waste Management Authority (East Waste).

3. Definitions

- 3.1. **Diversity** includes characteristics such as age, ethnicity, gender, intellectual and/or physical ability, cultural background, sexual orientation, gender identity, or intersex status.
Diversity also refers to less visible aspects, such as education, socioeconomic background, faith, marital status, family responsibilities, thinking styles, experience and work styles.
- 3.2. **Inclusion** is the way an organisation's culture, values, workplaces and behaviours make a person feel valued, included and able to participate fully. It relates to a work environment where all people are treated fairly and respectfully, with equality of opportunity.
- 3.3. **Discrimination** occurs when a person, or a group of people, are treated less favourably than another person or group because of their background or certain characteristics. This is known as '*direct discrimination*'.

4. Policy Statement

- 4.1. Embracing a workplace culture of diversity and inclusion enables employees to feel safe and valued; leading to greater employee engagement, satisfaction, innovation and productivity.

East Waste achieves this by:

4.2. Uplifting Capabilities

- 4.2.1 uplifting the capabilities (mindsets, knowledge, skills, and behaviours) of our people and leaders to improve inclusion. This includes training for managers as well as broader training and education for the general workforce, including recognition of days of significance.
- 4.2.2 treating everyone fairly and equitably and acknowledging our employees have a wealth of knowledge, skills and capabilities. We consistently demonstrate appropriate workplace behaviours; we listen, engage, and understand our employees and respond appropriately to their individual needs and changing circumstances.
- 4.2.3 East Waste is committed to eliminating unlawful discrimination, workplace bullying, sexual harassment and victimisation through modelling inclusive leadership, and promoting an inclusive and respectful workplace culture.

4.4 Attraction and Retention

- 4.4.1 It is an objective of East Waste to ensure the East Waste workforce is gender diverse, including, in relation to individuals in management positions, and leadership positions.
- 4.4.2 East Waste is committed to ensuring the recruitment and selection of any prospective employees is fair, void of any 'bias' and is conducted through a merit-based, transparent, and inclusive process.
- 4.4.3 East Waste will ensure all employees are informed of all internal promotion and/or any other selection opportunities, and that recruitment for these opportunities will be conducted fairly, on the basis of merit, and against an objective criteria.

4.5 Pay Equity

- 4.5.1 The remuneration paid to East Waste employees performing the same work will be equal.
- 4.5.2 An remuneration review process will be conducted periodically to identify pay equity gaps and establish action plans to address any differences.

4.6 Prohibited Conduct

- 4.6.1 East Waste ensures that our operations are conducted safely, and that the workplace has a zero tolerance of discrimination, harassment, bullying and other unacceptable behaviours.
- 4.6.2 We facilitate a culture where our people feel safe to speak up about inappropriate behaviours.

4.6.3 Please refer to East Waste's Behaviour Standards Policy for detailed information in relation to the conduct expected of employees and other workplace participants.

4.7 Measurement and Reporting

4.7.1 A 'Diversity Report' listing activities undertaken during the financial year, will be included in our Annual Report to provide accountability to our commitment to progress our diversity and inclusion objectives and commitments.

5 Legislation

Age Discrimination Act 2004 (Cth)

Australian Human Rights Commission Act 1986 (Cth)

Disability Discrimination Act 1992 (Cth)

Local Government Act 1999 (SA)

Racial Discrimination Act 1975 (Cth)

Sex Discrimination Act 1984 (Cth)

Work Health and Safety Act 2012 (SA)

6 Related Documents

Behavioural Standards Policy

Sexual Harassment Policy

7 Review

This Policy will be reviewed on a four yearly basis, unless legislative change triggers an earlier review date.

Signed



Acting General Manager

Date 26 June 2025

Signed



Chair of East Waste Board

Date 26 June 2025

8 Document History

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