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# Human Resources Policy

## Diversity

<b>Document number:</b>	<b>04-006</b>
<b>Issue number:</b>	1.1
<b>Status:</b>	Approved
<b>Sponsor:</b>	Managing Director
<b>Approver:</b>	General Manager – People, Safety & Customer
<b>Date of approval:</b>	1 July 2015

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### 1. DIVERSITY POLICY STATEMENT

AusNet Services recognises its talented and diverse workforce as essential for our long term sustainability as an organisation in the energy industry.

AusNet Services believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible.

Our business success is a reflection of the quality and skill of our people. Therefore, we must ensure we have the right people, in the right roles, at the right time to meet our business objectives. AusNet Services is committed to recruiting and retaining talented employees with a range of skills, abilities and backgrounds and to maintaining a workplace culture that allows them to perform at their best and to be developed and promoted based on merit. Our people-related practices enable this environment of equal opportunity.

We value the contribution that each employee makes and the individual perspectives they bring, drawing on their diverse backgrounds and experiences. This diversity enriches our workplaces, improves the solutions we deliver and contributes to improved performance. The diverse capabilities that reside within our talented workforce, positions AusNet Services to anticipate and fulfil the needs of our diverse customers, stakeholders and shareholders.

AusNet Services is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success.

In support of this commitment, AusNet Services does not tolerate unlawful discrimination or conduct that causes our employees, contractors or visitors to feel harassed or bullied. This applies not only to conduct in the workplace, but away from the workplace on Company business, at Company functions or when acting as a representative of the Company.

### 2. POLICY COVERAGE

This Policy applies to all directors, officers, employees, contractors, consultants and other persons who might be engaged by AusNet Services to perform services for or on behalf of AusNet Services ("Personnel"). All contractors who perform work for or on behalf of AusNet Services must be provided with a copy of this Policy as part of their induction and provide a written acknowledgement that they will comply with this Policy. This policy applies to all Personnel and the expressions 'we', 'us' and 'our' are intended to mean all Personnel.

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### 3. POLICY OVERVIEW AND OBJECTIVES

The purpose of this policy is to outline AusNet Services' commitment to diversity and its objectives to increase diversity in the workplace to ensure that the intent of our Policy Statement is met. AusNet Service's Corporate Plan contains the following objectives specifically related to diversity;

- Achieve effective talent management by successfully sourcing and retaining the best talent to ensure that we can achieve our current and future objectives
- Achieve higher levels of creativity, innovation and knowledge sharing through different perspectives and solutions
- Improve our understanding of and ability to meet our customer and stakeholder needs by being more representative of the demographic of our community.

AusNet Services recognises that diversity management benefits individuals, teams, our company as a whole and our customers. We know that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

#### 3.1 GENDER DIVERSITY OBJECTIVES

Creating an environment conducive to diversity is a priority for AusNet Services, with a particular focus on improving the level of gender diversity at all levels of the organisation.

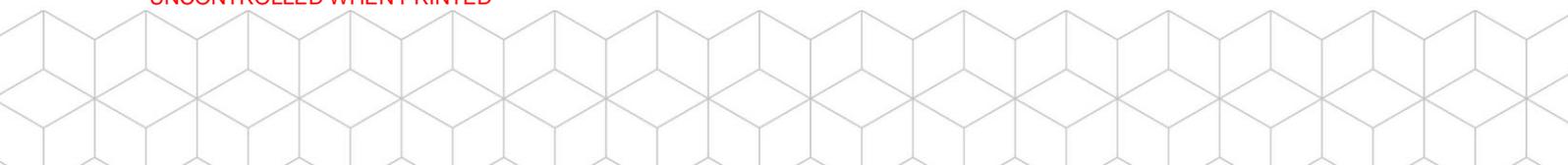
Importantly, AusNet Services believes gender diversity makes good sense for the business. AusNet Services recognises that initiatives that improve gender diversity also have a beneficial flow-on effect to all employees. For example such initiatives as equal pay, work-life balance initiatives, job/leave flexibility, etc.

In support of this business priority, measurable objectives for the improvement in gender diversity will be established by the Board and reviewed annually. These objectives will also be subject to at least annual review by the AusNet Services Executive Leadership Team.

Progress towards the achievement of these objectives will be disclosed in AusNet Services' Annual Report, together with details of the percentage of women in AusNet Services senior executive positions, as recommended by the ASX.

Measurable objectives will be established to:

- Promote diversity at the Board level and throughout all areas of AusNet Services' operations and business practices. Performance KPIs are to be included at the leadership team level to ensure stated objectives are achieved



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- Achieve an increase in female employee representation within AusNet Services, particularly at leadership levels.
- Ensure recruitment and selection practices reflect the principles of diversity and enable the availability of a diverse candidate pool for appointments in all areas of AusNet Services' operations.
- Ensure that participation in AusNet Services' development programs, including leadership development supports diversity improvement objectives.
- Ensure remuneration practices are free from gender bias.

### 3.2 CULTURAL DIVERSITY OBJECTIVES

AusNet Services recognises, respects and acknowledges the value of cultural differences

AusNet Services' commitment to cultural diversity is expressed through the following objectives:

- Ensuring the primary values of integrity, respect, dignity and freedom are demonstrated by and extended to all our employees
- Provision of a diverse, flexible and creative work environment which acknowledges, supports, values and encourages cultural diversity and assists in the development of understanding of and insights into a range of cultures

## 4. POLICY GUIDELINES

The key outcome of our Diversity Policy will be the building and maintenance of an inclusive and flexible culture, which values different backgrounds, perspectives and approaches. This will be achieved through the following;

- The Board and senior leadership team being committed to adopting and maintaining fair practices and eliminating discrimination
- Policies and practices that ensure we can build on the various skills, experiences and perspectives from a diverse workforce. This requires continuous review/improvement to all human resource initiatives; recruitment, leadership composition, engagement, development, remuneration, etc.
- Career development and reward and recognition programs that ensure that all employees are promoted on the basis of their performance, skills and abilities. Our internal promotion culture is merit-based, allowing employees to be considered for advancement and secondment opportunities based on achievement, experience and the value they could bring to a role.
- We recognise the need to comply with our legal responsibilities in regard to equal opportunity.

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- We will redress any unfair, discriminatory or illegal practices which may result or have resulted directly or indirectly from cultural difference, identity and/or context.
- We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.
- Training and communication programs that effectively inform our people about our policies and procedures around diversity and diversity initiatives, to ensure that employees are treated fairly and objectively.
- Diversity practices and initiatives are in place that raise awareness and champion issues surrounding diversity and developing diversity management skills.
- AusNet Services provides flexible work initiatives which provide support for family and personal choices and assist employees with carer responsibilities as well as employees looking to transition towards retirement.
- AusNet Services provides a number of practical initiatives to support people in the workplace. These include;
  - Employee education assistance
  - Employee network and support groups
  - Confidential Employee Assistance Program, with a counsellor available at each site as required
  - Childcare advisory assistance
  - Quiet room to allow privacy for people for cultural and maternity needs
  - Mentor programs

These elements will be implemented and continually enhanced through a Diversity Strategy which detail and prioritise initiatives that increase our diversity

## 5. RELATED POLICIES AND PROCEDURES

- *Employee Assistance Program Policy*
- *Education Assistance Policy*
- *Quiet Room Policy*
- *Workplace Flexibility Policy*
- *Equal Opportunity Policy*
- *Privacy Act (Cwlth) 2000*

## 6. ONGOING REVIEW OF POLICY

AusNet Services will review the Diversity Policy every two (2) years to ensure that it remains suitable for the business and consistent with applicable laws.

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### 7. QUESTIONS AND FURTHER INFORMATION?

Personnel should discuss any queries arising out of this Policy with their immediate supervisor/manager, or the General Manager, People, Safety and Customer.

### 8. SCHEDULE OF REVISIONS

Revision	Date	Details of Change
1	09/11/10	Draft Policy submitted to Board for approval
2	09/11/10	Policy approved conditional on minor changes
3	16/11/10	Minor changes after Board feedback and incorporating draft diversity objectives 2011/12
4	22/10/14	Update Policy with new logo, company name and format