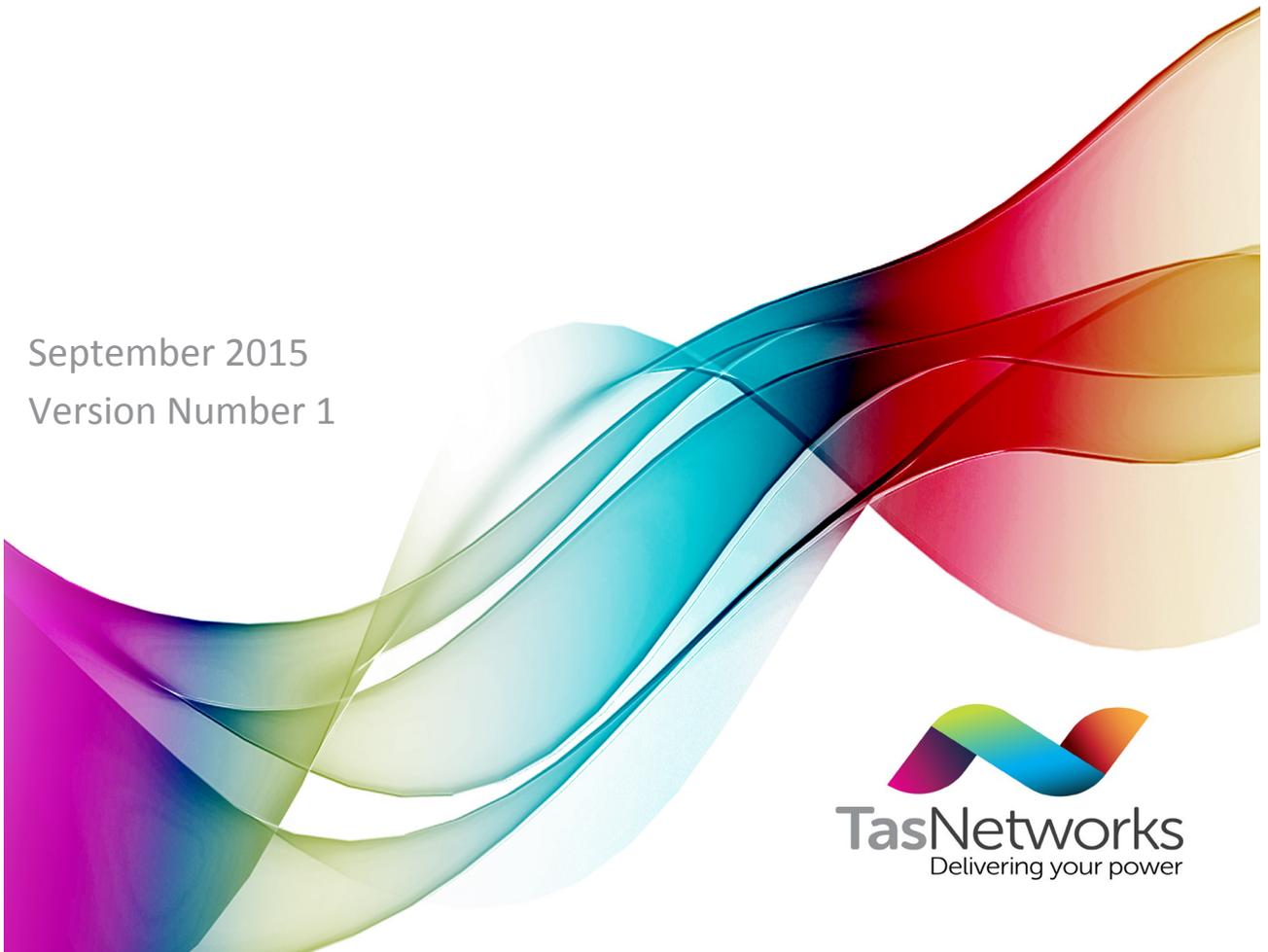


TasNetworks

Diversity Policy

Trusted by our customers to deliver today and create a better tomorrow.

September 2015
Version Number 1



Contents

1. Policy Overview.....	3
2. Who does this Policy apply to?	3
3. The Policy	3
3.1. Purpose and Benefits	3
3.2. Benefits of Workplace Diversity	4
4. Commitment to Diversity at TasNetworks	4
4.1. Measurable Objectives.....	5
5. Roles and Responsibilities.....	5
6. References.....	5
6.1. Compliance.....	5
7. Need to know more or have a question?	6
8. Administration of this Policy.....	6



1. Policy Overview

TasNetworks aims to recruit and retain Team Members from many parts of our community. This policy recognises the individuality our people bring to their role, and how recognising and valuing this difference through the promotion of diversity in our business and processes assists in delivering engaged Team Members who feel part of a Team. TasNetworks is committed to valuing this diversity to strengthen our business both culturally and economically.

Diversity can take many forms, including differences in and not limited to:

- gender
- cultural diversity
- disability
- generational
- sexual orientation
- work life/flexibility
- multi faith

This policy provides detail on our commitment to a diverse TasNetworks team, and outlines how this policy does not stand alone, but integrates with our training, policies and procedures to promote diversity in every part of our business.

2. Who does this Policy apply to?

This policy applies to all TasNetworks Leaders and Team Members who are employed in a full-time, part-time, contract, casual or fixed-term position. This policy is effective from 1 September 2015.

3. The Policy

3.1. Purpose and Benefits

The purpose of this policy is to outline TasNetworks position on diversity by valuing, respecting and managing diversity in our workplace in all we do, to allow everyone to contribute to TasNetworks in their individual way.

- **Valuing diversity** means recognising the differences in our Team Members and seeing this difference as a benefit to our business goals.



- **Respecting diversity** means acknowledging that everyone brings a different background, skills, experiences and ideas to their role and these differences are accepted across our business by everyone.
- **Managing diversity** means ensuring our business incorporates diversity into its business policies and processes and is measured.

3.2. Benefits of Workplace Diversity

There are many benefits to workplace diversity. These include:

- enhanced corporate performance, reputation and shareholder value.
- access to different perspectives, ideas and innovative approaches leading to better decision making and business outcomes.
- creativity and innovation arising from diversity enables team members to share different experiences, perspectives, and cultures, remain flexible and dynamic as well as reflective of, and responsive to, the communities they interact with.
- delivery of quality outcomes for customers.
- maximisation of the talent potential and career opportunities for Team Members.
- attraction and retention of top talent by ensuring the workplace is supportive of women.
- better business outcomes through leveraging the unique experiences of people with diverse backgrounds.
- competitive advantage
- broadening of skills and experience in the workforce.
- increased opportunities to understand and engage with the company's stakeholders and the various communities in which it operates.
- improvement of the quality of life for the workforce, their families and communities.
- increased morale, reduced bias and prejudice in the workplace and reduced absenteeism.

4. Commitment to Diversity at TasNetworks

TasNetworks makes the following workplace diversity commitments.

- We commit to understanding diversity in its many forms and creating an open and inclusive culture where all people are welcome and valued.
- We will communicate our policy both internally and externally through the TasNetworks website, along with educating our people, both Leaders and Team Members, of their rights, obligations and create awareness of the need to be mindful of diversity in our workplace, whatever form.



- We will report on diversity through internal culture and engagement surveys and also through the TasNetworks Annual Report.
- Where possible we will take a flexible approach to working for TasNetworks to meet the many demands our people have for balancing diverse work and life situations.
- We will consider diversity in people policies and practices created and enhanced right across the business.
- We support equal employment opportunity for every role made available both internally and externally for our people and prospective employees.

4.1. Measurable Objectives

Each year, in conjunction with our diversity strategy and business planning, the Board and TasNetworks Leadership Team have established measurable objectives on workplace diversity, and communicate and track these objectives.

TasNetworks disclose, in each Annual Report, the measures for our diversity objectives, and progress towards achieving them.

5. Roles and Responsibilities

TasNetworks **Board** and **Leadership Team** are responsible for:

- setting annual measurable workplace diversity objectives;
- supporting the development of TasNetworks Workplace Diversity Strategy; and
- leading the implementation of Workplace Diversity Strategy.

All TasNetworks **Leaders** and **Team Members** have a responsibility for advancing workplace diversity under these existing policies and principles.

6. References

- TasNetworks Code of Conduct
- TasNetworks Workplace Diversity Strategy
- TasNetworks Workplace Behaviour Policy
- ASX Corporate Governance Principles and Recommendation
- Australian Diversity Council

6.1. Compliance

Breaches of this policy will be treated seriously and may if necessary result in disciplinary action being undertaken under the applicable policy. Depending on the circumstances of the case, this may include an apology, counselling, training, demotion or termination of employment.



Behaviour that is not a breach of this Policy may still be found to be inappropriate or unreasonable. For example, it may be a breach of the TasNetworks Code of Conduct. In this instance, disciplinary action may still result.

Public Interest Disclosure Statement (“Whistleblowers”)

If an individual is concerned about consequences associated with reporting a serious breach of this Policy, that individual should refer to the Public Interest Disclosures (“Whistleblowers”) Policy and Procedures available on the TasNetworks intranet or talk to their Leader.

7. Need to know more or have a question?

All Team Members will have access to the Workplace Diversity Strategy and underpinning policies on TasNetworks intranet, The Zone.

Support and further information is available from your People & Performance Business Partner or our Employee Assistance Provider.

8. Administration of this Policy

This policy is administered by People & Performance and will be reviewed on an annual basis and updated where applicable.

Authorisations		
Action	Name	Date
Prepared by	Mel Lawrence, People & Performance Specialist.	July 2015
Reviewed by	Justine McDermott, GM People & Performance	August 2015
Authorised by	Lance Balcombe, CEO TasNetworks	September 2015

Document Control				
Date	Version	Description	Author	Approved by
August 2015	0.1	Draft for Board	M Lawrence	J McDermott
Sept 2015	0.2	Administrative revisions from Board	M Lawrence	J McDermott
Sept 2015	1.0	Board approval	M Lawrence	Board

