

Policy Number:**Approved by** SRW Board of Directors**Date Approved:** 30 March 2026**Date of Next Review:** 2029**Applicable to:** SRW employees, Board of Directors, contracted employees, interns and trainees**Contact:** General Manager Strategy, People and Culture**OUR DIVERSITY AND INCLUSION VISION**

At Southern Rural Water (SRW), our people are at the heart of everything we do. Supporting diversity and inclusion at SRW helps us deliver customer value through outstanding service, create community value to help our regions thrive and deliver excellence in everything we do as our people are empowered to deliver results.

The Diversity and Inclusion Policy aims through its implementation to:

- Ensure that everyone in our workforce is able to thrive and make their best contributions at work
- Leverage the diversity of skills, experience and abilities of our workforce to enhance the customer experience and organisation as a whole
- Empower individuals to work, learn and grow in an inclusive, safe and flexible way
- Attract and retain diverse teams, skillsets and backgrounds

POLICY APPLICATION

The Diversity and Inclusion Policy applies to SRW Board of Directors and all employees, contractors, interns/trainees.

PRINCIPLES

We believe that a diverse workforce will enhance the services we provide to the community both now and in the future through greater perspective, broader thinking, alternative approaches and higher levels of creativity. We take a broad view of diversity and recognise diversity takes shape in a myriad of ways including: values; culture and religion; ethnicity and language; the spectrum of gender; socio-economic status; stage of life; geography and access to resources and opportunities. Family structures, social traditions and communities are diverse. Individuals have diverse roles and responsibilities within their families and communities.

People require different supports and opportunities to make their best contributions at work. They are diverse in the way they like to work, socialise and interact with each other.

We are committed to an inclusive workplace that embraces and promotes diversity. It is through an active focus on 'inclusion' that we create the conditions and environment to enable:

- everyone in our diverse workforce to thrive and make their best contributions at work, and
- our organisation to remain responsive and accessible to the whole of the community to make the most of diversity as an organisational asset.

ROLES AND RESPONSIBILITIES FOR DIVERSITY AND INCLUSION

- The Board has authorised responsibility for monitoring and assessing the effectiveness of the People Plan, and diversity and inclusion objectives (including the Gender Equality Action Plan (GEAP)), policy and practices in achieving the stated objectives and ensuring a diverse and inclusive workplace to the People, Safety and Culture Committee.
- The Executive has direct accountability for the execution of the People Plan, and diversity and inclusion objectives (including the GEAP) and promoting the values and behaviours to support inclusion in the workplace.
- The People and Culture Team is responsible for the development of the People Plan, and diversity and inclusion objectives, supporting the execution and the governance of diversity and inclusion at SRW.
- All SRW People Leaders are expected to foster a culture of inclusion where individual differences are embraced.
- All employees are expected to understand, respect and value individual differences.

PEOPLE PLAN 2025

A People Plan with diversity and inclusion objectives will be submitted for review at the People, Safety and Culture Committee at least every three years. The People Plan aims to include how diversity and inclusion will be addressed in the following areas:

- Belonging: fostering an open and welcoming culture where everyone feels valued
- Gender Equity: improve and promote gender equality and diversity in the workplace through strengthening recruitment to foster a high-quality workforce reflective of gender diversity in our community. Support career pathways and opportunities for women in STEM, field and senior leadership roles by addressing issues, attitudes and practices and structures which negatively impact on gender-based workforce participation and progression.
- Providing more opportunities for Aboriginal and/or Torres Strait Islander peoples, organisations, communities and customers to engage with our business
- Accessibility: recognising and enabling people with all kinds of abilities
- Pride: championing LGBTQI+ inclusion in the workplace and beyond

REPORTING

The Executive will meet reporting obligations as outlined in the Gender Equality Act 2020. Annual action plans and regular progress reports will be monitored by the People Safety and Culture Committee to determine the effectiveness of diversity related initiatives, including progress against measurable objectives, demographic profile and trends, benchmark outcomes, and gender pay equity audits.

RELATED POLICIES AND DOCUMENTS

- *Gender Equality Act 2020*

- [Public Administration Act 2004](#) *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Occupational Health and Safety Act 2004 (Vic)* *Occupational Health and Safety (Psychological Health) Regulations*
- *Age Discrimination Act 2004*
- *Disability Discrimination Act 1992*
- *Fair Work Act 2009*
- SRW Health, Safety and Wellbeing Policy
- SRW People Plan
- SRW Gender Equality Action Plan
- Corporate Instruction 1.5 Respect in the Workplace
- Corporate Instruction 1.16 Recruitment and Selection

COMMUNICATIONS

The policy is posted on SRW's intranet and website.

Approved

Board meeting 355

Review and Modification History

Version #	Implemented By	Revision Date	Approved By	Approval Date	Reason
1.0	Jo Giannini	November 2021	SRW Board	February 2022	Policy update
2.0	Elisa Hunter	November 2023	SRW Board	05/12/2023	Policy Update
3.0	Penny Winbanks	March 2026	Board		Updated related policies

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