

Policy

It is the policy of Dynapumps to manage its operations with a positive awareness of the spirit and intent of Anti-Discrimination and Equal Opportunity Laws. Consequently our company has a continuing commitment to ensure Equal Employment Opportunity and Diversity for all employees regardless of:

- race
- colour
- gender
- sexual preference
- age
- physical or mental disability
- marital status
- family or carer's responsibilities
- pregnancy
- religion
- political opinion
- national extraction
- social origin

Managers and Supervisors will be held accountable for upholding the letter and spirit of the policy, and eliminating any practices and behaviour which are discriminatory or which could lead to discrimination.

Objective

The objective of this policy is to provide a framework which sets out our workplace diversity and inclusion agenda and supports our goals of having an engaged workforce and being a model employer. The framework principally supports the key actions we aim to deliver to enhance the diversity of our people and the services we provide to the community. This policy upholds:

- our diversity vision, our people at work, as diverse as the Australian workforce.
- a work environment wherein managers and staff work together in order to deliver on our goals.
- the need to ensure our external, client facing work acknowledges and respects the diversity and inclusion requirements of the Australian workforce.
- inclusive and flexible work practices in all areas of our business that better support key internal diversity groups.

Principles

This policy and its related initiatives are supported by principles developed to reflect the key priorities of Dynapumps. The principles are as follows:

- **Value diversity and inclusion** - recognising and promoting the diversity of our workforce and creating an environment that values a diverse range of views, knowledge and experiences and uses this to maximise our capabilities.
- **Accessible opportunities** - creating employment and career development opportunities that are free from known barriers and that promote our commitment to sustainable and flexible careers for all employees.
- **Model Australian workplace** - foster and encourage a workplace that embraces diversity and inclusion to more accurately reflect the diversity of the broader Australian community.
- **Education** - providing training and support to our employees to promote a better understanding of diversity and inclusion in the workplace. This in turn enhances our interaction with clients.

Workplace Diversity and Inclusion Policy Focus Areas

To ensure we engage more broadly with diversity and inclusion, the following focus areas have been identified. The four focus areas recognise diversity and inclusion at all points of the employment life cycle, as well as specific engagement points with our external stakeholders.

1. Equal Employment

We are committed to supporting, promoting and enhancing employment opportunities for all equal employment groups within Dynapumps or who may be joining us in the future. Varied and innovative approaches to recruitment and retention will be applied to employment opportunities to ensure that Dynapumps maintains and enhances our diverse workforce.

Dynapumps will achieve this by:

- ensuring no unintended barriers exist that may discourage any Australian citizen from seeking employment opportunities.
- ensuring diversity and inclusion employment strategies are incorporated into our business and workforce planning.

2. Engagement and Accessibility

We recognise the benefits of ensuring that we make ongoing improvements to our service delivery, including how we interact with our staff and the Australian community. Dynapumps commits to increasing our communication and engagement levels with our clients and staff by providing wider access to our services and through promoting our diversity initiatives.

Dynapumps will achieve this by:

- making a commitment to ensure equity and fairness when dealing with our clients and colleagues.
- continuously seeking out opportunities for feedback from our clients and community groups on all aspects of our service delivery.
- promoting internal diversity initiatives more widely.

3. Valuing Workplace Diversity and Inclusion

Dynapumps values workplace diversity and inclusion and recognises its positive impact on employee morale and work output. By further valuing workplace diversity and inclusion, we will see benefits in our service delivery to internal and external clients, which in turn will further assist us to achieve our long term strategic goals. Dynapumps will achieve this by:

- providing support for key diversity groups such as mature-aged workers, people with disability and GLBTI people.
- providing development opportunities for employees to enrich their knowledge on diversity and inclusion issues.

Stakeholders

All Dynapumps employees are responsible for promoting and contributing to our diversity and inclusion agenda by supporting this policy and its associated action plan. Particular groups of Dynapumps employees play an integral role in delivering upon our focus areas and are identified as key stakeholders within this policy:

Senior Executives

Senior Executives will be key partners in promoting and supporting this policy by recognising it as an important component in any workforce and business planning decision within their business groups. They will actively encourage the development of an open and collaborative culture that demonstrates our commitment to supporting a diverse and inclusive workforce.

Business Management Review

Dynapumps Business Management Review will play a critical role in promoting and supporting and reviewing the policy, including the objectives, activities and initiatives that stem from it. The meeting will monitor the implementation and effectiveness of the policy and identify opportunities to improve the effectiveness or linkages with other initiatives across the company.

Dynapumps Employees

Dynapumps has a range of employee groups and individuals that are encouraged to play a key role in promoting diversity and inclusion initiatives.

Policy and Action Plan Implementation

To effectively implement the key focus areas outlined within this policy and to ensure the actions in the Action Plan are achieved, the following implementation outcomes have been identified.

Assessment

To ensure that the focus areas and all Action Plan initiatives are meaningful for Dynapumps, an assessment of the current internal climate shall be undertaken. The assessment shall undertake a yearly review of existing diversity and inclusion employment data.

Implementation

The Action Plan outlines the initiatives that will be implemented to meet the principles, objectives and focus areas outlined within this policy.

- Assessment of diversity within Dynapumps staff.
- Staff Training upon employment.
- Notices within the premises.

Review and Reporting of the Policy and the Action Plan

The initiatives supporting this policy outlined in the Action Plan will be reviewed and reported on annually through the Business Management Review.

The outcome of this evaluation and review will guide the development of the replacement policy and action plan for the coming year.

Legislation

Legislation that applies includes:

- *Age Discrimination Act 2004*
- *Disability Act 2005*
- *Workplace Gender Equality Act 2012*
- *Fair Work Act 2009*
- *Human Rights and Equal Opportunity Act 1986*
- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Workplace Health and Safety Act 2012*

Signed



Charlie Iannantuoni
General Manager
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