

Equity and Diversity Standard

1. Brief description

Western Power ensures that all employees are treated equally in the workplace regardless of their differences. Through supporting and leveraging individual differences we will enhance performance so we can better serve our customers.

1.1 Related policies

This Standard is made under and supports the People Management Policy.

1.2 Scope

This Standard applies to:

- (i) all employees, officers and directors of Western Power
- (ii) contractors working within Western Power's workforce
- (iii) all of Western Power's business activities and operations

2. Details

2.1 Outcomes

- (i) Achieving and maintaining a highly skilled, diverse and productive workforce, where all employees and members are valued, encouraged and provided with opportunities to develop their potential.
- (ii) Developing a supportive workplace culture which allows employees to balance their work and personal life.
- (iii) Ensuring employment practices are not biased or discriminate unlawfully against employees or potential employees.
- (iv) Implementing and achieving the Diversity and Inclusion Plan, incorporating the ASX Corporate Governance Council framework, which contains strategies to promote equality of opportunity for all employees and prospective employees.

2.2 Principles

- (i) Promoting the awareness of equity and diversity in the workplace to have a positive impact on the wellbeing of employees, job satisfaction, productivity and retention within the organisation.
- (ii) Providing a work environment that is free from any form of harassment, discrimination and bullying based on sex, sexual orientation, gender history, family responsibility or status, marital status, race, religious or political conviction, age, impairment or pregnancy.
- (iii) Providing confidential, fair, effective and respectful processes where employees feel safe to raise concerns, without prejudice.

- (iv) Employees are able to offer perspectives and experiences to enhance the quality and depth of decision-making, and improve collaboration and teamwork at all levels of the organisation.

3. Dictionary

Words in the first column of the following table are defined terms and have the corresponding meaning shown in the second column of the table. Defined terms appear in this document as capitalised.

| Defined term | Meaning |
|------------------------------------|--|
| Accountable | The staff member ultimately answerable for the correct and thorough completion of the objective or communication, and the one who delegates the work to those responsible. In other words, an Accountable officer approves work that the responsible officer provides. |
| Personnel | Has the meaning in section 1.3 of this document. |
| Policy | High-level, brief, straightforward, statements of principle indicating Western Power's intention and direction, to enable effective decision-making processes. |
| Framework | A structure of procedures and guidelines and other controls that support the implementation of the stated outcomes of policies in a consistent manner in a specified area. |
| Standard | Refined statements of principle within a specific area covered by a Policy that assist with the achievement and implementation of the stated outcomes of that Policy. |
| Diversity | Encompasses acceptance, respect and recognition of individual differences such as background, skills, talents and perspectives, as well as characteristics that are protected under equal opportunity legislation. |
| Equal Employment Opportunity (EEO) | Ensures that everyone has equal access to available employment by ensuring that workplaces are free from discrimination and harassment. This includes ensuring workplace rules, policies, practices and behaviours are fair and do not directly or indirectly discriminate unlawfully. |
| Responsible | Those staff members who will do the work to develop the communication or advice under this standard. There is at least one role with a participation type of responsible, although others can be delegated to assist in the work required |
| Standard | Refined statements of principle within a specific area that is covered by a corporate policy. They assist in defining what needs to be achieved, clearly outlining the expected outcomes and principles to be delivered. |
| Standard required | Includes complying with Western Power's policies, standards, procedures and work practices; following lawful and reasonable instructions; and behaving in a manner consistent with our Code of Conduct and corporate values and behaviours. |

4. Further Information

If you have any questions in relation to this Standard please contact either the Head of Human Resources or the General Counsel.

5. Content Owner

Executive Manager Corporate Services

6. Accountabilities

Executive Manager Customer and Corporate Services Accountable for approving the content of this Standard

Head of Human Resources Implementing this Standard

Preparing, Issuing and Maintaining any required Procedures

Ensuring that people affected by this Standard and its related Procedures are aware of their responsibilities

Ongoing education and awareness (as necessary)

Monitoring compliance with the requirements of the Standard and its related Procedures

Ensuring that appropriate remedial actions are taken if there are compliance breaches

Monitoring the continuing relevance of the Standard and the currency of its contents

General Counsel Accountable for publishing the approved version of this Standard in Western Power's corporate policies register.

If you have any questions in relation to this Standard please contact the Document Owner.

7. Review

This Standard will be reviewed and evaluated by the content owner at least once in every three year period taking into account the purpose of the Standard and the outcome of the compliance review.

8. Related documents

| Title | EDM reference |
|-------------------------------------|---------------|
| Age Discrimination Act 2004 | N/A |
| Code of Conduct | EDM 34010733 |
| Disability Discrimination Act 1992 | N/A |
| Equal Opportunity Act 1984 (WA) | N/A |
| HR Procedure - Equity and Diversity | EDM 41444455 |

| Title | EDM reference |
|--|---------------|
| Human Rights and Equal Opportunity Commission Act 1986 | N/A |
| Occupational Safety and Health Act 1984 (WA) | N/A |
| Race Discrimination Act 1975 | N/A |
| Sex Discrimination Act 1984 | N/A |

9. Approval history

| Version | Approved by | Date of approval | Resolution no. | Notes |
|---------|---|------------------|----------------|-------------------------------|
| 1. | Executive Manager Corporate Services | 31/07/2015 | #004/2015/BD | Under delegation of the board |
| 2. | Executive Manager Corporate Services | 30/06/2017 | 82/2017/BD | Under delegation of the board |
| 3. | | | | |

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Simon Walsh – Executive Manager Customer and Corporate Services