

Equity and Diversity Plan

July 2024



Background

The purpose of this document is to outline CS Energy's planned actions for progressing Inclusion and Diversity (I&D) in our organisation. The actions respond directly to the findings in the 2024 Audit (the Audit) that CS Energy prepared for the Office of the Special Commissioner – Equity and Diversity.

CS Energy is committed to progressing Inclusion and Diversity (I&D) in our organisation. Since 2016 the business has driven an I&D Strategy, featuring initiatives aimed at attracting, retaining and engaging a diverse workforce. We are currently redeveloping this Strategy, and findings from the Audit, and associated actions, will be considered as part of the new strategy.

CS Energy is also undertaking several additional initiatives not included below, aimed at fostering an inclusive and diverse workplace across short, medium and long-term timeframes. Progress on actions will be assessed throughout the year and reviewed annually as part of the Audit process.

CS Energy's CEO, Darren Busine, and the broader Executive Leadership Team own the actions in this plan. Implementation will be carried out by relevant departments across the business, with varying timelines for completion.

Actions to support equity and diversity

Cultural improvement

Development

1. All employees will undertake training on unconscious bias and appropriate workplace behaviour, including key information on the Respect at Work legislation and Psychosocial Safety Code of Practice.

Gender pay gap

2. Further analysis will be undertaken on salary for women and other demographic groups in our organisation including:
 - 2.1. Position in salary band for Alternative Individual Agreement Employees (AIA) and Common Law Contract Employees (CLC).
 - 2.2. Total remuneration review comparison to understand WGEA total remuneration gender pay gap including overtime, bonus, and allowances. This will be conducted following the 2024 end of financial year summary and include the whole organisation. It will also include an adjusted Full Time Equivalent for part-time employees.
 - 2.3. Review of men and women's position in Enterprise Agreement (EA) salary band¹.
 - 2.4. Where it is found that there is a potential inequity associated with a woman's salary, this will be adjusted as part of any review.
3. We will develop a remuneration strategy, which will include an outline of the analysis required to ensure gender parity is promoted across all future review processes.
4. Any new role, or promotion will require Head of People and Culture approval, if the offered starting salary is below the midpoint of the salary band.

¹ To be conducted after the new Callide Power Station Enterprise Agreement is agreed and implemented, accommodating new salary tables.

Representation and composition

Recruitment

5. The Human Resources Manager must consider requested flexible working arrangements for a new hire before a hiring decision can be made.

Talent management

6. Identified leadership and technical positions to have a woman successor².

First Nations people

All actions outlined below are a subset of more detailed actions related to the audit findings, outlined in our Reflect Reconciliation Action Plan (RAP). The current RAP is anticipated to be embedded over the next 12 months before the business moves to the next stage with an Innovate RAP. CS Energy's full RAP is available as Attachment 1.

Recruitment

7. Enhance cultural safety to encourage self-identity of our First Nations employees. This will be achieved through engaging the RAP working group, who will explore how to promote a culturally safe environment at CS Energy.

Employment pipeline

8. Provide annual scholarships to four First Nations students from the Oodgeroo Unit at the Queensland University of Technology. This commitment will be for five years to promote career pathways and feed into CS Energy's existing graduate programs and internship opportunities.

Employees with a disability

Recruitment

9. Remove question of "Do you identify as someone with a disability" at the time of job application. Capture data at time of hire to promote self-identification.

Culturally and linguistically diverse (CALD)

Employee experience

10. Celebrate our recent increase of CALD employees via communications to the business. Continue to promote days of recognition and cultural significance of various cultures within the workforce.

² This may include a succession pipeline across multiple time horizons (1–5 years) or cross functional teams. Roles will be identified as part of the annual talent review process by the ELT.