

POLICY NAME	DIVERSITY, EQUITY & INCLUSION POLICY
EFFECTIVE DATE	1 NOVEMBER 2023
POLICY OWNER	PEOPLE & CULTURE

### **PURPOSE AND SCOPE**

DSE Transport and its subsidiaries (collectively referred to as **DSE**) are committed to fostering diversity, equity, and inclusion in our workplace, which extends to our employees, subcontractors, and the communities we serve.

Embracing diversity, equity, and inclusion strengthens our decision-making processes, helps us attract and retain talent, and is fundamental to creating a customer-focused, unified culture that aligns with our mission to *connect Australia through safe, efficient, and sustainable transport solutions – forging lasting partnerships, driving innovation, and Delivering Service Excellence for a prosperous, connected and sustainable future.*

DSE recognises the advantages of maintaining a diverse, equitable, and inclusive organisation. Inclusivity unlocks the potential of our workforce, encourages diverse perspectives, and leads to better, more accessible solutions and services for our communities and customers. Our ongoing efforts aim to cultivate an environment that celebrates diversity, ensuring all individuals feel a sense of belonging and a connection to our purpose and values.

### **SCOPE**

This policy applies to all permanent, temporary, and casual employees, contractors, subcontractors and consultants (*team members*) at DSE designated work sites (*the workplace*).

### **POLICY OBJECTIVES**

To achieve a diverse and inclusive organisation, DSE has identified the following objectives:

**Gender Equity:** To ensure that people of all genders have equal access to opportunities and can progress in their careers.

**Barrier-Free:** Creating an inclusive workplace that is free from barriers, where individuals with disabilities can feel safe, welcomed, respected, and empowered.

**Cultural Diversity:** Fostering an inclusive environment for our team members to express their cultural identity and appreciate and respect the range of cultural differences within our company.



**LGBTQIA+ Inclusion:** Establishing a safe workplace that celebrates and supports the inclusion of our Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA+) team members and their allies, as well as the broader LGBTQIA+ community.

**First Nations:** Striving to ensure that Aboriginal and Torres Strait Islander people share equally in the benefits of our services and network, and actively promoting a deeper understanding, respect and appreciation of different cultures.

**Inclusion:** Fostering a diverse, equitable, and inclusive culture that cultivates collaboration, innovation, and the development of better solutions for our customers, partners, and the communities we serve.

In our pursuit of these objectives, we are committed to focusing on diversity, equity, and inclusion in various aspects of our business, including:

- Aligning with our business purpose, vision, and sustainability commitments to serve our customers and communities.
- Implementing an Employee Value Proposition that underscores our commitment to diversity and inclusion.
- Attracting, recruiting, retaining, managing, and promoting our team members with a focus on diversity and inclusion.
- Structuring our teams and promoting flexible work practices to support work-life balance.
- Identifying and nurturing talent within our organisation.
- Ensuring gender pay equity and fair performance evaluation and rewards.
- Implementing family-friendly work practices.

### **ROLES AND RESPONSIBILITIES**

- All team members are responsible for upholding the principles outlined in this policy and supporting a diverse, equitable, and inclusive workplace through their behaviour and actions.
- Leaders are responsible for ensuring their leadership practices and behaviours align with the principles set out in this policy and support a diverse, equitable, and inclusive workplace.
- The Senior Leadership team is responsible for implementing diversity, equity, and inclusion objectives, and offering ongoing support and guidance to team members regarding DEI principles and objectives.

By implementing and adhering to this Diversity, Equity and Inclusion Policy, we are dedicated to creating an inclusive and diverse organisation that enriches our workplace, serves our customers, and strengthens our communities.