

## Diversity and Inclusion Policy

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## 1 OBJECTIVE

Our mission is to connect communities and to do this our workforce should reflect the communities and customers we serve.

We welcome and value the diversity of every person. We will not distinguish our treatment of one person from another by reason of their diversity characteristics. We are committed to being inclusive in all our practices.

## 2 SCOPE

This policy applies to the organisation's Board, its employees, and contractors.

## 3 DEFINITIONS

In relation to this Diversity and Inclusion Policy:

<b>Diversity</b>	Refers to the visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual orientation, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity, or trade union membership. It also refers to diverse ways of thinking and ways of working.
<b>Inclusion</b>	Refers to ensuring that current, future and potential employees have equality of opportunity in the organisation without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual identity, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.

## 4 RESPONSIBILITIES AND COMPLIANCE

We will ensure that our practices, both individually and as a business are in line with this policy. The Executive General Manager People, Culture and Environment will proactively monitor adherence to this and supporting policies, track progress and report to Board on these matters. This will include compliance with legislation relating to anti-discrimination, workplace bullying and harassment, and equal employment opportunity.

All Managers have a responsibility to ensure the workplace is free from discrimination, harassment, and bullying, and that all employees comply with Hobart Airport's expectations around conduct and behaviour.



All employees must be respectful and inclusive.

## 5 RELATED POLICIES

Our approach to diversity and Inclusion is supported by a range of policies, including:

1. No Bullying Policy;
2. Anti-harassment Policy;
3. Code of Conduct;
4. Workplace Behaviour Policy;
5. Flexible Work Policy;
6. Employee Development Policy;
7. Remuneration Policy;
8. Recruitment Policy; and
9. Reconciliation Action Plan.

MORE INFORMATION ON DIVERSITY AND INCLUSION CAN BE LOCATED HERE:

Diversity Council Australia <https://www.dca.org.au/>