

A clean energy future, crafted in Queensland.

At CleanCo, we believe everyone deserves to belong, bring their authentic selves to their work, be heard, and thrive with us.

CleanCo is committed to promoting and fostering a work environment that is safe, respectful, equitable, and inclusive; where diversity is valued and where people can fully contribute, realise their potential, and succeed in their work and life duties and goals.

CleanCo aims not only to welcome diversity, but to actively improve equity, access and inclusion in our organisation, particularly for groups for whom barriers to entry, participation and progression in our workforce are higher.

VALUES



Diversity, Equity, Inclusion & Belonging Action Plan

2024 - 2025

| Focus area | Goal | Opportunity | Key actions |
|---|---|---|--|
| Data and Governance | Foster an inclusive workplace culture through effective data governance. | To enhance employee trust through confidential data handling, gain actionable insights, and empower leaders and champions. | <ul style="list-style-type: none"> Upgrade existing infrastructure and systems to facilitate the confidential collection of employee data, and maintain the confidential nature of the data. Establish routine reporting of key diversity metrics. Identify Diversity, Equity, Inclusion & Belonging (DEIB) champions and Executive Leaders to support and sponsor DEIB initiatives across CleanCo. |
| Policies, Resources and Tools | Establish and embed a robust employee-led strategy with aligned policies and procedures. | To achieve consensus on and embed a DEIB strategy, and review and update policies, procedures, and documents, to promote a more equitable work culture. | <ul style="list-style-type: none"> Progress on a collaboratively designed DEIB Strategy that will require Executive endorsement and Board approval. Commence review of CleanCo documentation to ensure inclusive language is used where practicable. |
| Learning and Development | Equip leaders and employees with the necessary skills and resources to uphold DEIB principles through learning and development. | To strengthen culture and foster a sense of belonging among employees by empowering our people to uphold DEIB principles. | <ul style="list-style-type: none"> Continue delivery of development opportunities across DEIB aimed at fostering an inclusive workplace culture. Develop knowledge sessions to raise awareness and knowledge of DEIB guiding principles. |
| Fostering a Culture of Inclusion | Develop a workplace culture at CleanCo that is inclusive, respectful, and celebrates diversity, | Build a respectful workplace, celebrate diversity, strengthen community ties and advance reconciliation. | <ul style="list-style-type: none"> Focus on building a workplace and culture that is inclusive and free of harassment and discrimination. Create opportunities for open discussions where employees can comfortably share experiences, perspectives, and ideas to contribute to an inclusive workplace. Commence and/or strengthen external Partnerships with organisations in local communities in which we work. Support the implementation of CleanCo's Reflect Reconciliation Action Plan. |