

DEIB Action Plan FY25-26

DEIB Strategy and Action Plan Alignment: CleanCo's DEIB Action Plan is built upon our recently developed DEIB Strategy, which was shaped through a collaborative, data-driven process. The Action Plan reflects the voices of our employees and aligns with best practices in diversity, equity, inclusion, and belonging. To ensure a cohesive approach, we have realigned our focus areas under the pillars of the DEIB Strategy, creating a clear framework for both action and accountability.

Our Vision: At CleanCo, our vision is to foster an inclusive culture where every individual feels valued, empowered, and is supported to thrive.

We believe that diversity strengthens our connections, fuels innovation, and enhances decision making - creating an environment where everyone can succeed and make a lasting impact.

Our Values: Our DEIB Guiding Behaviours are guided by CleanCo's core values:



Be **Genuine**: Lead with Integrity and Authenticity



Take time to **Collaborate**: Build Connections and Drive Collective Impact



Stay **Curious**: Seek to Understand and Learn



Dare to be **Courageous**: Challenge Barriers and Advocate for Change

Actions to support equity and diversity at CleanCo:

Strategic pillar	Goal	Opportunity	Key actions	Responsible	Deliverable date
 Inclusive policies, processes and working environments	Lay the foundations for a workplace that is equitable, accessible, and inclusive for all employees.	Create a strong foundation that fosters a sense of belonging and ensures fair and equitable treatment for all.	• Continue reviewing and refining policies, procedures and documentation to ensure use of inclusive language and alignment with industry best practices.	ER Manager	Q4
			• Integrate inclusive hiring practices to ensure we promote equity, accessibility, and fair decision-making.	Talent Lead	Q3
			• Establish and implement a standardised onboarding framework to ensure all new employees experience a consistent, inclusive, and welcome introduction to CleanCo's culture.	PC Ops Lead	Q1
			• Continue to upgrade existing infrastructure and systems to facilitate the confidential collection of employee data and maintain the confidential nature of the data.	PC Ops Lead/DEIB Advisor	Q2
 Empowering careers and growth	Cultivate an inclusive, diverse, and future-ready workforce that enables all employees to thrive.	Build a workforce that is equipped to meet future challenges where all employees thrive.	• Continue to embed the use of Performance and Growth within SuccessFactors for team members to map pathways for career growth.	Capability Manager	Q4
			• Establish connections with external partners, including schools, universities, and vocational institutions, to begin to build relationships whereby we can start to promote diverse career pathways and talent opportunities within the energy sector and at CleanCo.	Talent Lead	Q4
			• Upskill hiring managers on inclusive recruitment practices to reduce bias.	Capability Manager	Q4
 Foster inclusive mindsets and behaviours	Embed DEIB into CleanCo's culture by increasing awareness, providing education, and fostering active participation in inclusive practices.	Build foundational knowledge, awareness and buy-in for DEIB behaviours to create a shared understanding of its value.	• Establish and introduce the Guiding Behaviours to ensure employees understand the impact of their behaviours on others.	DEIB Advisor	Q2
			• Launch and establish Listening Circles with a focus initially on the four key diversity domains.	DEIB Advisor	Q1
			• Develop a centralised DEIB Library containing resources on learning, cultural celebrations, and inclusive practices.	DEIB Advisor	Q3
 Community and social impact	Expand CleanCo's impact beyond the workplace by building strong community partnerships and driving social change through meaningful engagement.	Position CleanCo as a community leader by fostering meaningful partnerships and engagement that contribute to social good and enhance CleanCo's visibility and reputation in the broader community.	• Continue to strengthen external partnerships with organisations in local communities in which we work.	Community Performance Manager/DEIB Advisor	Q3
			• Recognise the efforts of employees and teams who actively contribute to volunteer initiatives through sharing stories internally and/or externally.	All of CleanCo	Q4