

DIVERSITY & INCLUSION POLICY OF DC TRANSPORT

PURPOSE

This policy acknowledges DC Transport's large and diverse workforce and seeks to ensure diversity and inclusion is championed through our work practice and through equal opportunity for all.

We understand that a diverse and inclusive workplace that brings different ways of thinking will lead to better overall outcomes for all our stakeholders. DC Transport is committed to diverse and inclusive teams through its recruitment, training and development, career progression and general workplace practice. Diversity and Inclusion in our workforce is consistent with DC Transport's Values of: Respect, Integrity, Leadership, Teamwork, Initiative and Service.

BACKGROUND

DC Transport recognizes the importance of diversity and inclusion. We operate in increasingly diverse communities and this diversity is evident in our workforce, customers, suppliers, and other stakeholders. We are committed to creating an inclusive and collaborative working environment, in which each person is able to fulfill their potential and maximize their contribution, irrespective of gender, race, ethnicity, nationality, disability, religion or beliefs, marital status, sexual orientation, age, education or life experience.

We recognize and value the different thinking and creative potential that individuals of different backgrounds and abilities bring to their work. All our employees are ultimately responsible for ensuring that the diversity and inclusion principles embodied in this policy are embedded in our work practice and in this regard should be aware of their personal responsibility to each other, customers, contractors, suppliers, and visitors.

OBJECTIVES

- Diversity and inclusion objectives are to be included in 'people' sections of subsidiary business plans and supported by appropriate strategies and tactics.
- Measurement of progress towards the achievement of objectives should be included in scheduled subsidiary reports to the Director.

ROLES AND RESPONSIBILITIES OF EMPLOYEES

All employees are ultimately responsible for the practical application of DC Transport's diversity and inclusion policy, which extends to the treatment of their workmates, job applicants, customers, contractors, suppliers and visitors.

MANAGERS/SUPERVISORS

Responsibility for the promotion of this policy sits with all employees in leadership roles who are involved in day-to-day supervision, management, recruitment, selection, promotion and training. Promotion of this policy requires that all leaders take personal responsibility to ensure that this policy is communicated, understood, applied, lived and breathed in their areas of responsibility. Any queries in the application or interpretation of this policy should be discussed with a Senior Manager.

DIRECTOR

The Director and Senior Managers have the responsibility to champion diversity and inclusion in our workplace and to ensure that appropriate strategies and tactics are implemented in support of the objectives agreed with the People & Remuneration Committee.

REVIEW OF POLICY The Board is responsible for reviewing and approving this Policy every 3 years, or more frequently as circumstances require.