

EQUITY AND DIVERSITY POLICY



1. PURPOSE

This Policy supports the principles of equity and diversity for all Employees of the Southern Ports Authority (SPA) and ensures SPA complies with anti-discrimination legislation.

2. SCOPE

This Policy is applicable to all SPA Employees.

3. EFFECTIVE DATE

This Policy is effective from 19 November 2015.

4. POLICY STATEMENT

SPA is committed to supporting a culture of equity and diversity in the workplace. We value the diverse backgrounds and experiences of our employees and the contribution they make to enhance our organisational culture and we ensure that our programs and services are equitable, inclusive and accessible.

We monitor our diversity practices to inform policies and action plans. We reference external information such as relevant legislation and best practice. Internally we will consider data from company recruitment processes, data collected via our employee surveys, and grievances. We also include questions about the management of diversity in our exit interviews.

We reward and promote our team, based on assessment of individual performance, capability and potential. SPA is committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

SPA has a comprehensive Diversity Strategy, as well as supporting policies in place to continuously work towards creating an inclusive culture.

Our strategic objectives include:

- Employees and those seeking employment with SPA are treated fairly and equitably in accessing our processes, including selection, performance management and promotional opportunities;
- We comply with anti-discrimination legislation to prevent and eliminate any employment related disadvantage;
- We will continue to encourage women to aspire to senior roles, by supporting and developing programs that prepare women to take on such roles;
- We will continue to encourage the participation of Indigenous employees, employees with a disability, and younger workers in the workforce;

5. RESPONSIBILITIES

5.1 COMPLIANCE, MONITORING AND REVIEW

The CEO and delegated Staff member of each SPA Office are responsible for ensuring compliance with this Policy. A review of the effectiveness and relevance

of the Policy will be conducted annually on the anniversary of the effective date of the Policy.

5.2 RECORDS MANAGEMENT

All records relevant to diversity are to be maintained in accordance with the SPA's Recordkeeping Plan.

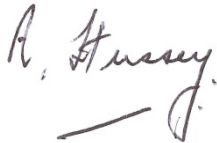
6. DEFINITIONS

Employee A Board or Staff member remunerated by SPA.

7. RELATED LEGISLATION AND DOCUMENTS

- *Fair Work Act 2009*
- *Equal Opportunity Act 1984 (WA)*
- *The Racial Discrimination Act 1975 (Cth)*
- *The Disability Discrimination Act 1992 (Cth)*
- *Sex Discrimination Act 1984 (Cth)*
- *WA Equal Opportunity Act 1984*

Approved by Board of Directors at Board meeting held on 19 November 2015.



Chairman



Chief Executive Officer