



Workforce Value Creation Policy

We enable a culture that:

- Recognises the benefits of inclusive and diverse teams where we value differences as a strength so that everyone can fully contribute, do their best work and deliver great outcomes together;
- Supports development and growth in our ways of working where giving and receiving feedback, timely sharing of information, having an opportunity mindset and learning from both successes and failures are the norm;
- Equips and empower Leaders to lead the OZWay and support others to do the same;
- Prioritises the safety, health and wellbeing of the workforce to ensure the work environment is physically and psychologically safe and everyone feels respected, included and treated fairly;
- Is proactive about creating a respectful work environment with zero-tolerance for bullying, discrimination and harassment so that our workforce care for each other and question behaviours that are not aligned with our How We Work Together Principles and behaviours (HWWT);
- Provides opportunities for our workforce to learn and be part of high performing teams who exemplify our HWWT Principles and behaviours.

We maintain The OZWay governance and capability to ensure we:

- Have high trust and accountability where our Workforce feel empowered to make decisions about their work;
- Embrace flexible work, and focus on outcomes to support broader workforce participation and enable individuals to effectively balance work and personal commitments through their Work Life Plans;
- Enable our Workforce to identify and act on the safety hazards around them and to know their personal safety obligations;
- Strive to continually improve our health and safety performance, including finding new ways to remove our people from harm's way;
- Deliberately weave personal and professional growth into everyday work and have personal development plans supported by leaders and peers;
- Remunerate employees with market competitive terms and conditions, including equal pay and benefits for equal work;
- Make inclusive and fair talent decisions at all levels and we counter the risk of unconscious bias in our processes to ensure we recruit, develop, and retain a socially diverse demographic mix in teams that harness diversity of thought;
- Train and support our workforce to build inclusive work environments where everyone can thrive;
- Feel empowered to Speak Up at and across all levels of the organisation.