

Diversity Directive Summary

SA Power Networks highly values the contribution of all our employees, particularly the diverse backgrounds, experiences and views that they bring to the organisation.

Diversity can include gender, Indigenous, cultural, multi-faith, disability, generational and sexuality.

The organisation sets the direction for developing a more diverse culture through its Governance arrangements, specifically via a Diversity Directive.

The Directive recognises that diversity leads to a more productive and rewarding work environment and, ultimately, having a diverse workforce reflects the society in which we operate.

SA Power Networks actively supports the principle of diversity in employment and is committed to ensuring that individuals are shown respect, treated fairly and there is no unlawful discrimination in our working relationships.

Diversity means having a vibrant, varied and flexible working environment where employees are encouraged to share their skills and experience. SA Power Networks aims to achieve diversity by:

- making employment selection decisions that are based upon objective, job related criteria;
- working to identify barriers to diversity and taking action to remove any that we find;
- establishing pre-recruitment programs aimed at increasing the number of employees in under represented groups by providing skill development to meet selection criteria;
- communicating and reinforcing expected standards of behaviour and reviewing relevant policies and procedures to ensure they are not directly or indirectly discriminative;
- ensuring compliance with legal requirements on diversity matters;
- encouraging work group practices which support new ideas and allow employees to contribute to discussion about work programs;
- proactively supporting the development needs of all employees, particularly those in under-represented groups;
- training and continuously educating line managers and all other employees involved in people management processes, on diversity development;
- doing everything in our power to create an inclusive work environment and promote the spirit of diversity; and
- promoting positive images of SA Power Networks as an organisation that values diversity.