

Equal Employment Opportunity Policy

CitiPower Pty and Powercor Australia Ltd
(including Powercor Network Services and CHED Services)

CitiPower and Powercor is committed to equal employment opportunity (EEO).

Our EEO policy consists of three principal elements:

- Equal opportunity in employment for all people.
- Freedom from all harassment, including sexual harassment.
- Freedom from bullying or victimisation in the workplace.

To support this commitment:

We have developed a company-wide EEO program to identify and eliminate discriminatory practices.

It is our policy to afford EEO to all employees regardless of age, race, sex, sexual orientation, gender identity, intersex status, religious belief or activity, political belief or activity, physical features, carer or parental status, marital or relationship status, lawful sexual activity, industrial activity, employment activity, disability, breastfeeding, pregnancy or any other attribute covered by federal or state legislation.

All selection for employment, promotion and training will be consistent with the merit principle. This means that equal skills and equal qualifications result in equal opportunity for employment, promotion and for selection for training. It enables the best person to be chosen – it does not mean that there will be favouritism or quotas.

The business is also committed to providing a workplace that is free of all harassment, including bullying and sexual harassment, both in the context of the workplace and in service delivery. This applies to all employees and contractors working for CitiPower and Powercor.

Leadership of our EEO programs and practices rests with all managers and supervisors and we are also committed to support and train EEO Contact Officers throughout the business.

All employees have an obligation to understand, and comply with, our EEO policy and other related policies, programs and guidelines.



Timothy Rourke
Chief Executive Officer
January 2014

