

Diversity Statement

The Commission is committed to an inclusive workplace that values diversity

We believe a diverse and inclusive workplace brings out the best in our people and helps us to deliver in our role as an independent economic regulator and advisory body under the Essential Services Commission Act 2002.

At the Commission, diversity and inclusion means:

- ▶ attracting and retaining people with a range of relevant skills, experiences and capabilities from a broad talent pool
- ▶ developing an inclusive culture where our people are engaged, feel they belong and their unique contribution is valued
- ▶ connecting effectively with our stakeholders and the community in our role as an independent economic regulator
- ▶ fostering innovation by leveraging the experience and ideas of our people and embracing different viewpoints

Diversity in the workplace encompasses understanding, acceptance and respect for individual difference, including race, gender identity, sexual orientation, age, disability, family status, religion, perspective, and experience.

Developing and managing an increasingly diverse workforce is essential to the achievement of the Commission's business purpose and objectives. We recognise that our people are the source of our success. It is by maximising the skills and commitment of all our staff that we will be best positioned to meet future challenges.

Managing a diverse workforce means treating people as individuals. This means recognising individual differences, contributions and needs in the workplace. It requires the implementation of policy and practices that maximise respect for all individuals and which recognise the value that diversity brings to the Commission.

Managing diversity at the Commission is a corporate objective and responsibility is vested in all of our staff.

A handwritten signature in black ink, appearing to read 'Adam Wilson'.

Adam Wilson
Chief Executive Officer

March 2019