

EQUITY, DIVERSITY AND INCLUSION

EDI Action Plan FY23 - 25



Focus Area	Action	Outcome
Inclusive Culture	<ul style="list-style-type: none">○ Establish EDI Working Groups to represent employees at Stanwell○ Consult with, and participate in, partnerships that support diverse groups○ Participate in events and days of significance to raise awareness of diverse groups○ Support RAP Working Group and RAP Actions	<ul style="list-style-type: none">○ Create opportunities for employees to contribute to an inclusive workplace culture○ Educate and create awareness through sharing information
Empower Leaders	<ul style="list-style-type: none">○ Develop and roll out Unconscious Bias training○ Develop Inclusive Leadership training, aligned with Capability framework	<ul style="list-style-type: none">○ Equip leaders with tools and resources to learn about, and apply, EDI principles○ Capability and leadership development framework clearly linked with EDI principles
Data and Systems	<ul style="list-style-type: none">○ Review recruitment processes and systems to remove barriers for diverse candidates○ Review how data is collected from employees and candidates○ Implement EDI reporting metrics	<ul style="list-style-type: none">○ Data collection aligned with industry best practice, ensuring confidentiality○ Data driven insights to inform EDI strategy
Strategy	<ul style="list-style-type: none">○ Develop EDI Strategy FY26 - 28○ Consult with Business on proposed strategy○ Board approval of collaboratively designed strategy○ Implementation of strategy	<ul style="list-style-type: none">○ Collaboratively designed EDI strategy and initiatives to further strengthen a healthy workplace culture

