



## **1. What is this Policy About?**

At Western Sydney Airport (WSA), we believe strongly in equal opportunity, diversity and inclusion in communities and in workplaces. We have developed this policy so that our commitment to these values may be reflected in our operations.

This policy does not incorporate any obligation on WSA into an employee's contract of employment, or any other contract for services. However, it does place obligations on employees and other workers.



## **2. Who Needs to Read this Policy?**

The Code applies to everyone at WSA, including directors, leaders, employees and secondees, as well as contractors, consultants and other visitors at WSA workplaces. As stated in our Code of Conduct, we expect all our people to always act with integrity.



## **3. Equal Opportunity**

We are committed to provide all current and potential employees an equal, fair and reasonable opportunity to obtain employment and gain promotion at WSA on their merits. In this sense, "merits" means a person's ability and potential to successfully perform the role they are applying for.

### **3.1 Equal employment opportunity**

Equal employment opportunity (EEO) refers to employment practices that are designed so that existing and potential employees are able to compete for, or be awarded, employment promotions, transfers, training and other employment related benefits on their merits without reference to irrelevant characteristics. In Australia, it is unlawful to discriminate against a person because of certain protected attributes, including:

- sex or intersex status;
- race, colour or national extraction;
- age;
- marital status;
- disability;
- sexual orientation or gender
- pregnancy, potential pregnancy or breastfeeding status;
- family responsibilities and/or parental or carer status;
- trade union membership or union/industrial activity; or
- religious or political beliefs.

### 3.2 Discrimination

There are two types of unlawful discrimination:

- **Direct discrimination** is where a person or group is treated less favourably than another person or group because of a protected attribute.
- **Indirect discrimination** is where there is a particular requirement or practice which appears to be neutral, but which has the effect of disadvantage people with a particular attribute, and which is not reasonable in the circumstances.

WSA stands strongly against both direct and indirect discrimination.

As set out in this policy, WSA is committed to doing all that it can to create a harmonious, equal and fair workplace, devoid of all forms of discrimination. This includes taking disciplinary action against any person who discriminates against another person or group.



## 4. Diversity and inclusion

At WSA, we value the contribution of all of our people and we recognise that diverse experiences and backgrounds help us grow as an ethical and productive business. Diversity within the workplace will enable us to leverage the unique perspective of all our people to best serve our stakeholders, our community, our business and each other.

### 4.1 Our Diversity and Inclusion Strategy

At WSA, we believe there is strength in diversity and opportunity through inclusion. We actively look for ways to be inclusive and grow our diversity. Diversity comes in an infinite number of forms, and we intend to embrace this diversity through recruitment, promotions and the provision of other employment related benefits. In particular, we are committed to:

- providing opportunities to Indigenous Australians;
- supporting individuals from disadvantaged backgrounds;
- fostering the recruitment and promotion of women in the workforce;
- supporting members of the Western Sydney community through employment, apprenticeships, training and other related opportunities; and
- using innovation and practising flexibility to support flexible work arrangements for those who would benefit from it.

WSA will report on these matters and continuously seek ways to improve.

## 5. Our Shared Responsibilities

Equal opportunity, diversity and inclusion are everyone's responsibility.

We are all responsible for complying and adopting this policy and the Code of Conduct into all aspects of our work and workplace values. Everyone is obliged to treat others with respect and professionalism and without regard to non-relevant criteria, differences or attributes. You are



encouraged to promptly inform your leader or P&C if you feel that there has been a potential breach of this policy.

Leaders are responsible for ensuring that this policy is applied in the workplace. In particular, Leaders are responsible for ensuring all decisions relating to appointment, promotion or any other related employee benefit are provided on the basis of merit, and without regard to any irrelevant considerations.

Leaders are also responsible for fostering a positive and productive workplace culture by helping their team understand this policy and what it means to them.

P&C is responsible for ensuring that the workforce is aware of its obligations, responsibilities and rights in relation to this policy. Where there is an instance of non-compliance or potential non-compliance, P&C will address these matters professionally, and seek a prompt and sensitive resolution pursuant to this policy, the Code of Conduct and relevant legislation.



## **6. Disciplinary action for Non-Compliance**

Failure to comply with obligations under this policy may lead to disciplinary action being taken by WSA, up to and including dismissal.

Before any disciplinary action is taken, WSA will undertake the appropriate process to determine the relevant factual circumstances of the potential or alleged breach of policy.

Please refer to WSA's Disciplinary Policy for further information.



## **7. Further Entitlements**

Employees have numerous protections related to equal opportunity, diversity and inclusion under Australian legislation. WSA is committed to strictly observing and adhering to its legal obligations.



## **8. Further Information**

Any employee who requires assistance in understanding this Policy should first consult the functional executive. Should further information be required, please contact P&C.



**Document Control**

<b>POLICY OWNER</b>	Chief People & Culture Officer
<b>DOCUMENT STATUS</b>	Approved
<b>ISSUE DATE</b>	13 May 2019
<b>NEXT REVIEW DATE</b>	13 May 2020
<b>AMENDMENT HISTORY</b>	9 April 2018
<b>RELATED POLICIES AND PROCEDURES</b>	Code of Conduct Flexible Work Arrangements Health & Wellbeing Recruitment & Selection