

Board Statement:



Inclusion and Diversity of Board Membership

Seqwater delivers a safe, secure and reliable water supply for almost 3 million people across South East Queensland. We are also responsible for flood mitigation services and catchment management, recreation facilities and irrigation service to rural customers. We manage more than \$10 billion of water supply assets, with operations extending from the New South Wales border, to the base of the Toowoomba ranges and north to Gympie.

The Seqwater Board supports the Queensland State Government's Inclusion and Diversity Strategy. Accordingly, the Board affirms its desire to build an inclusive and diverse workforce that better reflects the community Seqwater serves. The Board leads the organisation to ensure a culture that promotes the skills and insights of our people irrespective of gender, ethnicity, generation, sexual orientation or disability.

Seqwater aims to gain the benefit from increased inclusion and diversity and be an organisation which:

- features workplace culture that embraces difference and sees it as a source of enrichment, value and competitive advantage
- is more productive and has better performance, decision making and customer service
- has leaders and employees who are more collaborative, agile and innovative.

To demonstrate its commitment the Board via the People and Culture Committee, will work with Management to:

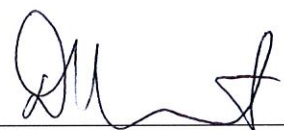
- ✓ support leaders who walk the talk when it comes to inclusion and diversity
- ✓ develop a plan to ensure our workplace embraces inclusion and diversity
- ✓ explore options to strengthen our employment framework to ensure it reflects contemporary approaches to inclusion and diversity
- ✓ continue to develop practices, tools, resources and initiatives across all diversity dimensions to assist in the implementation of workplace inclusion and diversity
- ✓ continue to promote the resources available to support people with disability at work
- ✓ develop an approach that build employment opportunities for Aboriginal and Torres Strait Islander within the business.

This policy applies to the Board, all of Seqwater's employees and contractors and to any person or organisation that acts for or represents us.

Signed by:

 25/8/16

Acting Chief Executive Officer



Chairman

25/08/16