

**AUGUST
2024**

DIVERSITY, EQUITY & INCLUSION STRATEGY



PON

DIVERSITY, EQUITY & INCLUSION @ PON

Diversity, Equity and Inclusion is at the forefront of what we do and how we operate, with the principles being directly linked to the PON values.

Diversity within our workforce helps to ensure that we can truly represent our diverse community in which we operate, with our strategy aiming to support all people. We strive to create a sense of belonging for all where everyone is respected and differences can be celebrated and viewed as strengths.

We proactively take ownership to ensure that the principles of this strategy are embedded at all levels of the organisation. We are accountable for this strategy and provide public updates as to its progress on actions as well as any gaps which must be rectified. We recognise that we must continue to adapt to best practice in this area and continue to learn and educate our people.

- Craig Carmody, Chief Executive Officer



OUR PON VALUES



COMMUNITY

We are engaged with our communities and proud of the Port's role in the region.



WELLBEING

We support and invest in our people and their wellbeing.



INTEGRITY

We are genuine, open and respectful in everything we do.



CURIOSITY

We challenge the status quo by questioning if there is a better or safer way.

DEI STRATEGY KEY ACHIEVEMENTS SINCE 2021



PON endorsed by Work180 and named in the top 101 workplaces for women in 2023 and 2024



PON's DEI assessment score has increased to 67% and within the top 20% of employers at Work180



PON introduced 26 weeks of paid parental leave



PON offered two Aboriginal and Torres Strait Islander work placements



PON's DEI Steering Group was established and an annual scorecard has been developed



PON's Reflect Reconciliation Action Plan (RAP) endorsed by Reconciliation Australia



PON's gender pay gap reported as 1.7% in 2023, against the national average of 12%



PON undertook inclusive hiring and unconscious bias training to all senior leaders and managers in 2023



PON partnered with Business Inclusion Disability Services (BIDS) to increase accessibility for people with disabilities and delivered accessibility training to staff



PON sponsored the 2023 NAIDOC week event at the Newcastle foreshore

FEEDBACK FROM 2024 WORKFORCE DEI SURVEY

91%

believe that PON demonstrates a commitment to diversity and inclusion in our processes and practices related to recruitment and development in the organisation

4%

identify as non-binary or prefer not to say

32%

are aged between 45 - 54 years, representing the largest age group of those that responded

58%

have no religion, with 32% identifying as Christian, and Muslim or Buddhist also mentioned

16%

speak a language other than English

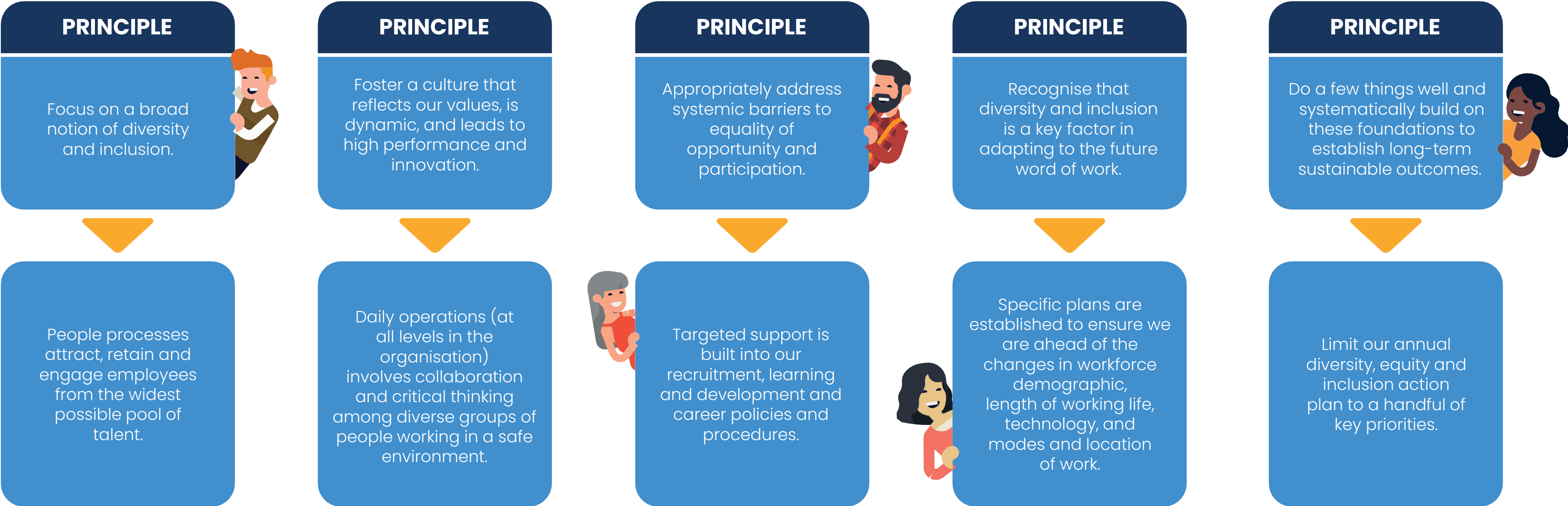
with Welsh, Greek, Arabic, French, Swedish, Danish, Cantonese, Mandarin, Sinhalese and Polish mentioned

16%

identify as LGBTQI or prefer not to say



DIVERSITY, EQUITY & INCLUSION PRINCIPLES



DIVERSITY, EQUITY & INCLUSION STRATEGY ON A PAGE

DEI STRATEGY PURPOSE:
To systematically build DEI into the fabric of PON Operations

PON DEI PRINCIPLES

PON VALUES

COMMUNITY WELLBEING INTEGRITY CURIOSITY



PON DEI BUILDING BLOCKS WITH PRIORITY ACTIONS

- CLEAR BOARD LEADERSHIP
- INCLUSIVE RECRUITMENT
- DIVERSE CAREER PATHS
- EFFECTIVE GOVERNANCE
- ACCESSIBLE LEARNING & DEVELOPMENT
- STRONG COMMUNICATION & STAKEHOLDER ENGAGEMENT



2024 DEI STRATEGY ACTIONS

BUILDING BLOCK	ACTION
CLEAR BOARD LEADERSHIP	Encourage diversity, equity and inclusion (DEI) on the Corporate Board
	Improve Board understanding and awareness of DEI
INCLUSIVE RECRUITMENT	Ensure best practice regarding DEI for all PON policies and procedures
	Improve understanding and awareness around inclusive hiring practices for managers
ACCESSIBLE LEARNING & DEVELOPMENT	Raise awareness for DEI causes
	Increase office accessibility for diverse groups
DIVERSE CAREER PATHS	Increase internal promotion opportunities and promote diversity practices in workforce
	Provide development pathways and opportunities for workforce
EFFECTIVE GOVERNANCE	Ensure continued governance and internal review processes over DEI
	Encourage reconciliation and increase opportunities for Aboriginal and Torres Strait Islander people
STRONG COMMUNICATION & STAKEHOLDER ENGAGEMENT	Regular communication on DEI to the company and Board
	Continue stakeholder engagement to promote DEI within the community
	Increase cultural awareness and engagement through our Reconciliation Action Plan (RAP)