

Workplace Diversity Statement

Document No: A729004

Date: 11/02/2021

NOPSEMA is committed to a fair, flexible, safe and rewarding workplace which allows for diversity amongst all its employees. This means we have a workplace: free from discrimination, harassment and bullying; and an environment which recognises and values the individual differences of employees and fosters the contributions of people with different backgrounds, experiences and perspectives.

Workplace diversity is everyone's responsibility. This statement covers all Senior Executive Service (SES) employees, non-SES employees (including ongoing, non-ongoing, casual) and contract employees.

All employees are expected to incorporate the following principles of equity and diversity into their daily work and be part of creating a workplace that recognises and respects individuality:

- employees are treated, and treat each other, with respect and dignity
- the workplace is safe and harmonious, free from discrimination and harassment
- language used is inclusive, not exclusive
- decisions are not based on stereotypes or discriminatory values
- behaviours and actions are consistent with NOPSEMA's Code of Conduct Policy, the Australian Public Service (APS) Values and federal legislative framework.

NOPSEMA recognises the positive advantages of diversity in the workplace and the Australian community, and measures are directed at ensuring that:

- employees are selected in accordance with APS Employment Principles, in particular, providing a workplace that is free from discrimination, patronage and favouritism
- recruitment processes and decisions are transparent, equitable and procedurally fair, positively recognising the value of diversity
- engagement decisions take account of the diversity of the Australian community as well as NOPSEMA's organisational and business goals and the skills required for the job
- workplace structures, systems and procedures help employees balance their work, family and other caring responsibilities effectively.

Employees have access to learning and career development opportunities that enhance the development of the individual and the effectiveness of NOPSEMA.