

Diversity Equity & Inclusion

Why is this Standard important?

At Veolia, we are committed to creating a psychologically safe, diverse and inclusive workforce that values and utilises the contribution of all our people.

To achieve our mission of “Resourcing the World”, and our purpose of Ecological Transformation, we value upholding a workforce that reflects the diversity of the communities we serve; A workforce that is inclusive and empowers our people to contribute their best while bringing their authentic selves to work.

This broad range of experience and perspectives creates a more productive and fulfilling workplace and reduces turnover, absenteeism and lost productivity. Inclusion also leads to more creative, innovative and effective solutions for Veolia.

Who does it apply to?

This Standard applies to all Veolia employees working across Australia and New Zealand.

Who does it exclude?

There are no exclusions to this Standard.

What does diversity mean to Veolia?

Our Veolia ‘values’ shape our culture. They inform the way we do business, inspire us to draw strength from each other, and enable us to deliver outstanding value to our customers and communities. We value the differences between people and the contribution these differences make to the quality of decision making, our culture and to our business generally.

At Veolia, we strive to create a culture based on openness, honesty and mutual respect, and to provide every employee with a safe and healthy work environment. Through our practices, we provide a workplace that is flexible, fair and inclusive where all employees feel they belong.

How does Veolia promote diversity, equity and inclusion in the workplace?

Veolia is committed to creating a working environment that values and utilises the contribution of its employees by:

- Recognising the value of different perspectives in the workplace.
- Ensuring equitable opportunity in the workplace in recruitment, retention, performance management, promotion, talent identification, succession planning, remuneration and professional development.
- Promoting an equitable and inclusive workplace culture where all people are treated with dignity and respect.
- Preventing unlawful discrimination, bullying, vilification, victimisation and harassment of people based on protected attributes such as, but not limited to, age, marital status, gender identity and expression, sexuality, race, religious belief or disability.
- Promoting an environment where employees can report inappropriate or offensive behaviour and where complaints are treated in a sensitive, fair, and timely manner; as well as encouraging all people to understand their rights and responsibilities in supporting and complying with this policy.
- Embedding flexible working through a workplace which helps support our people to achieve the balance they may need at all life stages.
- Uncovering and taking steps to mitigate potential bias in our systems, behaviours, policies, and processes.
- Promoting and supporting diversity and inclusion by engaging our employees through our Diversity and Inclusion Council and Employee Resource Groups (ERGs) and their initiatives.
- Creating a positive environment in which everyone can influence, share knowledge and have their perspectives valued.

- Encouraging employees to undertake training to further understand the importance of diversity and inclusion in the workplace.

How can I support the drive for a more diverse, equitable and inclusive workplace?

Veolia has established a Diversity and Inclusion Council as well as a number of employee resource groups (ERG's) to drive our diversity equity and inclusion initiatives and encourages all employees to be active and participate to help make a real difference.

Supporting and guiding our D&I Council are the following Employee Resources Groups (ERG);

- Reconciliation Action Plan Working Group
- Gender Equity Employee Resource Group
- Veteran Employee Resource Group
- Cultural & Social Diversity Employee Resource Group
- LGBTIQ+ Employee Resource Group
- Accessibility Employee Resource Group

Implementing this Standard is a combined effort from our leaders, our employees and the business as a whole.

Veolia is committed to cultivating an inclusive and supportive workplace environment that encourages all employees to connect and advocate diversity, equity and inclusion and contribute to a sense of belonging.