VANZ

Diversity Policy

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Veolia Australia and New Zealand (Veolia) is a leading environmental solutions organisation delivering Ecological Transformation outcomes. Veolia has capabilities across water and wastewater treatment, energy management, waste and resource recovery services including, large scale energy from waste facilities, industrial cleaning and facilities maintenance services.

Our goal is Ecological Transformation through the provision of comprehensive, high-value-added solutions that balance growth and environmental protection, solutions that manage water sustainably, turn waste into a resource, and develop cleaner, more efficient energy systems.

Veolia's business strategy is guided by five elements: our business, our customers, our people, our environment and our community. These elements shape all aspects of Veolia's future performance, and our corporate policies and practices are linked to delivering excellence in one or many of them.

Diversity may result from a range of factors including (but not limited to) origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance or language. We value the differences between people and the contribution these differences make to the quality of decision making and to our business generally. We also aim for a culture based on openness, honesty and mutual respect and to provide every employee with a safe and healthy work environment which is free from discrimination.
Veolia is committed to:

- Promoting diversity and recognising the value of different perspectives in the workplace.
- Promoting equal opportunity in the workplace and recognising that decisions regarding the employment relationship including (but not limited to) recruitment, remuneration, training, promotion, development and career progression are made without regard for race, gender, marital status, religion, or any other non-merit related consideration.
- Developing policies and practices which help people balance work and family throughout their career.
- 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 personnel to understand their rights and responsibilities in supporting and complying with this policy.
- Creating a workplace culture of equality where all personnel are treated with dignity and respect.
- Sourcing talent from all parts of the community, aiming to have a workforce that reflects the communities we serve and to respect the traditional rights of Indigenous peoples and valuing their cultural heritage.

All managers, employees, contractors and visitors are responsible for being aware of, and complying with this policy.