



ERA

ERA Diversity Policy

October
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Challenge assumptions and biases

ERA understands and supports the strengths delivered by workplace diversity. ERA's employment policies encourage diversity in age, experience, gender, and background.

Purpose

ERA recognises the value of attracting and retaining employees with different backgrounds, knowledge, experiences and abilities. ERA respects people as individuals and values their differences. It is committed to creating a working environment that is fair and flexible, promotes personal and professional growth, and benefits from the capabilities of its diverse workforce.

It is for these reasons that ERA is committed to:

- Providing a workplace in which everyone has the opportunity to fully participate and is valued for their distinctive skills, experiences and perspectives.
- Incorporating diversity into its business practices through its corporate social responsibility initiatives that aim to improve the quality of life for its workforce, their families, communities and society at large.

Scope

This Policy applies to the ERA Board and all employees, contractors, visitors and all people seeking employment with ERA.

Background

At ERA, we want to maximise value from our access to a range of different skills and experience, and to bring these together to optimally address current and future business challenges. This requires us to build a working environment and organisational culture where differences are acknowledged and valued.

ERA acknowledges the benefits that flow from advancing Board and employee diversity, in particular gender and Indigenous diversity, including identification and rectification of gaps in the skills and experience of directors and employees, enhanced employee retention, greater innovation and maximisation of available talent to achieve corporate.

What is diversity?

Diversity recognises and values the contribution of people with differences in background, experiences and perspectives. Diversity in the context of ERA primarily refers to groups which are under represented in our workforce. For ERA, we particularly wish to focus on the representation of women and Indigenous people in our workforce.

Diversity commitments

Valuing and managing diversity means that ERA will:

- Aim to increase the representation of women and Indigenous people, at all levels of the organisation.
- Ensure that employment practices in the areas of recruitment and selection, induction, training and staff development are tailored to the employment of women and Indigenous people.
- Ensure that managers, supervisors and staff attend training to enhance communication and increase awareness of issues in relation to the employment of staff from diverse backgrounds.
- Improve employment and career development opportunities for women and Indigenous people through specific programs and initiatives.
- Develop flexible work practices to meet the differing needs of our employees, particularly those with parenting, family, or carer commitments.
- Create an awareness and understanding in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

Measurable objectives

ERA will set measurable objectives for achieving diversity, in particular gender and indigenous diversity, in accordance with this policy and will review the effectiveness and relevance of these measurable objectives on an annual basis.

ERA acknowledges that there are a number of different types of measurable objectives which may be implemented to assist in meeting its diversity goals, including:

- Procedural and structural objectives – for example, implementing procedures that support our diversity commitments.
- Diversity targets – for example, setting targets for the number of women or Indigenous people throughout the business or in a particular part and implementing timeframes for this to occur by.
- Initiatives and programs – for example, identifying appropriate initiatives and programs and determining how the initiative will operate, who will be responsible for implementing it and setting a timetable for its introduction.



Paul Arnold
Chief Executive