

Document Number – HRSEPOL10

Version no – 1.0

Table of Contents

1. Overview	1.
2. Policy Application.	1.
3. Definitions of Gender, Inclusion & Diversity.....	1.
4. Our Commitment.....	2.
5. Our Actions.....	2.
6. Support.....	2.
7. Change History	3.

1. Overview

At SPARK Energy, we understand and accept that everyone’s different, and unique attributes are encouraged and celebrated. We know being truly inclusive generates diversity of thought, and this is fundamental to developing organisational capability and delivering business performance. The purpose of this policy is to articulate our commitment to creating a culture of inclusion, where we collaborate, everyone is treated with respect, and where everyone experiences a genuine sense of belonging. We apply these practices with our recruitment strategy and processes.

2. Policy Application

This policy applies to everyone who works at SPARK Energy including all employees and contractors.

3. Definitions of Gender, Inclusion and Diversity

Gender equity is the process of being fair to women and men. Gender equity recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities.

Inclusion is about creating an environment where team members can bring their whole and authentic selves to work to do their best. It’s about respecting and valuing the differences that exist within our workforce and making reasonable adjustments where required.

Diversity means difference in all forms, visible and non-visible. It covers all aspects of difference, such as gender, ethnicity, marital or family status, religion, culture, language, sexual orientation, gender identity, disability and age, as well as differences in background and life experience. At SPARK Energy we’re committed to equal employment opportunity and treating people with respect.

4. Our Commitment

We're committed to fostering an inclusive culture that reflects a diverse workplace, where employees openly share their unique perspectives, challenge the status quo and contribute their experience to achieve the best possible business outcome. To achieve this, SPARK Energy's goal is to:

- attract, engage and retain unique talent so we can achieve our strategic objectives and meet the diverse needs of our customers;
- leverage individual strengths to harness greater innovation;
- treat all employees fairly and with respect, and foster an environment free of discrimination, harassment and bullying;
- lead the market in gender equality and advocate for inclusion and diversity;
- ensure all people-related decisions are made free from bias; and
- continuously work to integrate leading inclusion and diversity practices into our operations, to ensure diversity of thought and drive commercial success.

5. Our Actions

We aim to promote inclusion and diversity through the following actions:

- attracting and retaining employees with a diverse mix of skills and experience;
- conducting gender pay equity audits on an annual basis;
- encouraging and supporting flexible working arrangements, where practicable;
- reviewing processes and systems on an ongoing basis to identify any significant trends or biases and developing actions to mitigate these;
- ongoing enhancement of the inclusion strategy, which aims to promote all areas of diversity and establish measurable objectives and KPIs for initiatives and programs as they are developed; and
- demonstrating zero tolerance towards behaviour that is inconsistent with this policy.

6. Support

Employees are encouraged to speak up if they become aware of any behaviors inconsistent with this policy. Please talk with the Managing Director.

7. Change History

Version	Author	Reviewed		Approved		Details of amendments
		Name	Date	Name	Date	
1.0	Paul Albanese			Greg Pipicella	11/2022	Original Issue