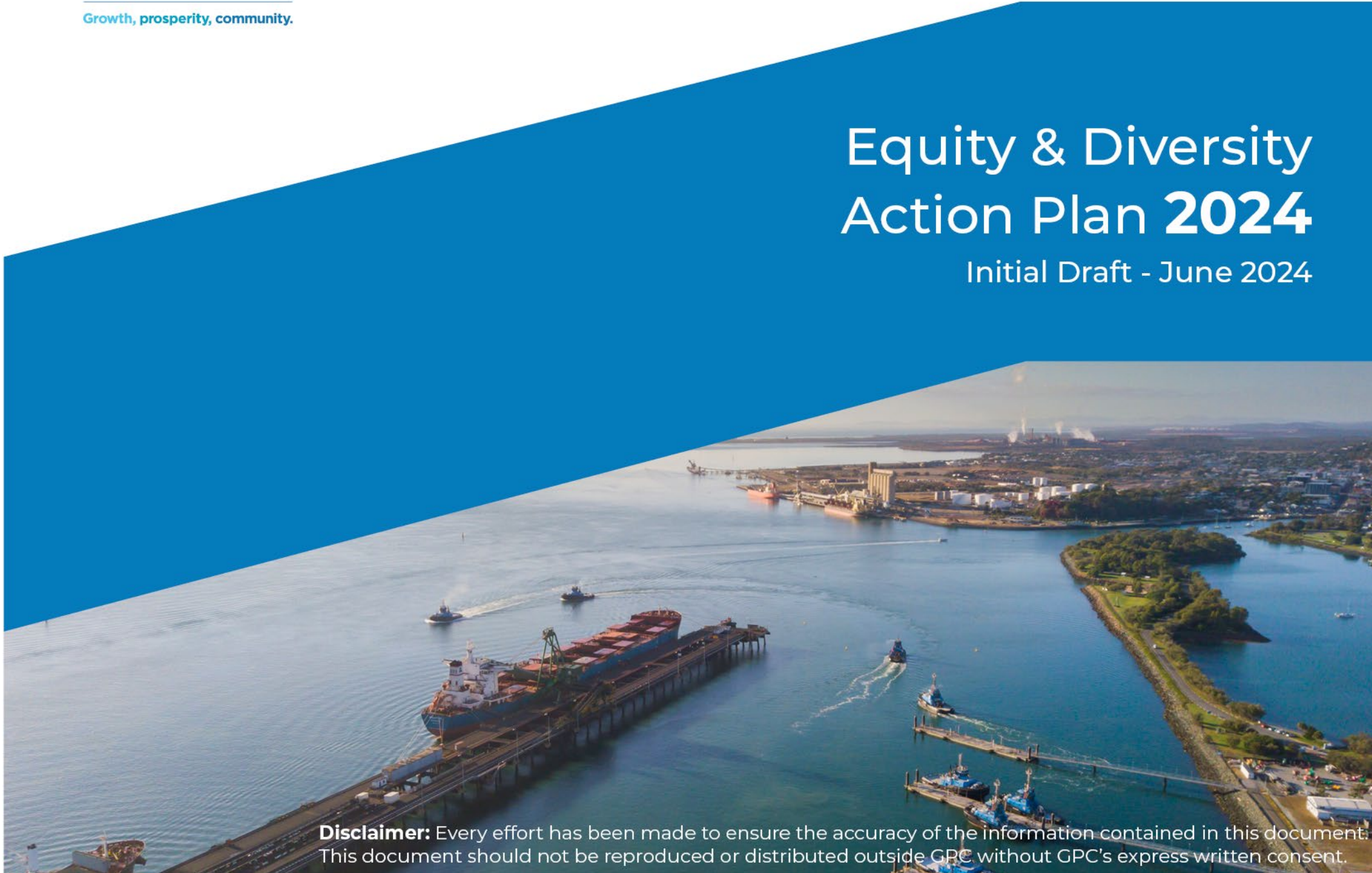


# Equity & Diversity Action Plan **2024**

Initial Draft - June 2024



**Disclaimer:** Every effort has been made to ensure the accuracy of the information contained in this document. This document should not be reproduced or distributed outside GPC without GPC's express written consent.

This Equity and Diversity Action plan from Gladstone Port's Corporation (GPC) is underpinned by the [Public Sector Act 2022](#) in which we are aiming to develop a diverse workforce that represents and reflects the diverse views, experiences and backgrounds of the people of Queensland.

GPC acknowledges that we are currently on a journey of developing a diversified and inclusive workplace and we are still in early stages of building our first Diversity, Equity, Inclusion and Belonging (DEIB) Strategy. The Strategy is being co-designed by an internal DEIB Group with diverse representation from across GPC and will allow us to steadily mature our DEIB approach and deliver initiatives aligned to three horizons: *Knowing* (FY25), *Being* (FY26), and *Belonging* (FY27 and beyond). In each of these three phases, we aim to improve our awareness and capability, and deliver outcomes against a range of focus areas. Our initial objectives for the “*Knowing*” phase (July 2024 – June 2025) are summarised below.

This plan is also being developed in conjunction with our [Reconciliation Action Plan](#) which is a 3-year commitment to improving relationships, understanding and opportunities for First Nations and Australian South Sea Islander Communities.

Focus Area	Key Actions	Responsibility	Measure of success	Timeframe
<b>Endorsement and Governance</b>	<ol style="list-style-type: none"> <li>1. Broader consultation with GPC employees and unions to further inform the draft DEIB Strategy and initial Action Plan.</li> <li>2. Formal Board approval of draft DEIB Strategy and FY25 Action Plan.</li> <li>3. Build DEIB review of language and procedures into regular annual cycle of policy audit and updating across GPC.</li> </ol>	People Department Executive Leadership Team	Draft DEIB Strategy and FY25 Action Plan (Knowing phase) approved.	July to September 2024
<b>Organisational Culture</b>	<ol style="list-style-type: none"> <li>1. Formalisation of a diversity and equity working group and alignment to this action plan.</li> <li>2. Conduct organisational awareness and familiarisation activities to promote shared language and understanding of the purpose of DEIB work.</li> </ol>	Executive Leadership Team People Department Safety & ESG Department Operations Department	Established working group that facilitates employee involvement.  Initial content and tools developed to support broader awareness.	July to December 2024
<b>Workforce Data</b>	<ol style="list-style-type: none"> <li>1. Review existing processes for collection and reporting of diversity and equity data and identify opportunities for improvement.</li> </ol>	People Department	Opportunities for improvement in collection and reporting of data identified and prioritised for action.	July to December 2024
<b>Inclusive Work Practices</b>	<ol style="list-style-type: none"> <li>1. Update and modernise template for flexible work requests.</li> <li>2. Review all GPC sites and facilities to identify potential accessibility issues for employees.</li> </ol>	People Department  Asset Management Department	Template updated and circulated.  Opportunities for improvement to accessibility at GPC facilities identified.	October to December 2024  January to June 2025
<b>Recruitment</b>	<ol style="list-style-type: none"> <li>1. Review of current recruitment policies and standards.</li> <li>2. Identify opportunities for targeted attraction and recruitment initiatives focusing on traditionally underrepresented groups – initial focus areas may include Apprentices, Trainees, and women operators.</li> </ol>	Executive Leadership Team  Operations and People Department	Required updates to recruitment practices identified and prioritised for action.  Business case for targeted operator training program developed.	January to March 2025
<b>Learning and Development</b>	<ol style="list-style-type: none"> <li>1. Establish a DEIB Learning and Development framework including a focus on building unconscious bias capability.</li> </ol>	People Department	Initial draft Learning & Development framework complete.	April to June 2025