

PESA Inclusion and Diversity Statement

Drafted by	TColson	Version	001
Responsible person	Federal Board	Approved by Board on	27 th May 2019

INCLUSION AND DIVERSITY IN PESA

PESA values diversity of thought and experience and believe that our inclusive culture is a cornerstone of what we represent. We celebrate and promote this diversity as a strength of our business.

PESA believes in treating all people with respect and dignity. It strives to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the organization, regardless of disability, sex, sexual orientation, gender identity, age, race, ethnicity, religion, culture, physical impairment, relationship and parental status, educational background, life and working experiences, carer responsibilities, socio-economic background, geographical location.
or any other attribute.

PESA IS COMMITTED TO:

- treating people with dignity and respect;
- developing inclusive leaders who value and have a deep understanding of inclusion and diversity, and the capability to build an inclusive organisation;
- delivering functions, programs and services that enable all members to participate and feel that they belong;
- identifying and cultivating diversity challenges and successes in the industry base within which our members belong;
- creating and fostering a supportive and understanding environment in which all individuals realise their maximum potential within the organisation, regardless of their difference.

The objective of inclusion and diversity at PESA is to achieve three outcomes:

1. An inclusive member experience, where all members feel they belong and can contribute by promoting and encouraging a diverse membership and by fostering an environment of mutual learning, respect and appreciation of differences
2. Diversity in our organisation and ways of working and enhancing our representation ensuring greater diversity of thought behind the organisation by ensuring the membership and leadership of its Standing Committees, Board and Executive Teams reflect a diversity of backgrounds, knowledge, experience and abilities.
3. To set an example in diversity and inclusion and be able to collaborate with the petroleum and energy exploration and development industry within which the majority of our members belong

ROLE OF THE BOARD

The Board in consultation the state branches is responsible for overseeing the implementation and ongoing monitoring of PESA's inclusion and diversity ethos. Including establishment and ongoing monitoring and reporting of measurable objectives within the *PESA Strategy*. This ethos provides guidance by which PESA manages and encourages diversity and inclusion across the organisation and does not of itself give rise to any cause of action.

Authorisation



**Federal President
PESA**

27th May 2019