

Our Diversity Framework

Our Diversity

Embracing our diversity

We value and respect individual differences and strive to build an inclusive and welcoming work place where people are treated with respect, feel valued, realise their potential and achieve success, both for the individual and the company.

What does diversity & inclusiveness mean?

Workplace diversity is about valuing and supporting differences in the workplace and adapting work practices to create an inclusive environment.

Inclusiveness is making diversity work, in a respectful way, and creating value from the differences. It involves creating a harmonious and supportive environment.

Our aspirations

- Support, educate, promote and communicate in a manner designed to foster a diverse, inclusive, engaging culture and work environment.
- Recruit the best talent into our business and explore, develop and utilise all of the talent and skills we have available.
- Strengthen our position by increasing our awareness and understanding of the value of differences and developing our competence in inclusivity.
- Strengthen our attractiveness as an employer by motivating and engaging all of our people, and delivering positive employment experiences.

Our guiding principles

Fairness Our underlying principle of diversity and inclusion means treating people equally irrespective of their background, ethnicity, culture, gender, disability, age, ideology, religion or sexual orientation.

Excellence Our focus is to build an environment that values and utilises the contributions of people with different experiences, backgrounds and perspectives. This helps us to be more innovative and creative, as well as responding to the needs of our people.

Commitment Our commitment goes beyond equal opportunities by recognising that everyone is different and embracing those differences to create an environment where individuals feel valued, their talents are recognised and they are given every opportunity to develop their full potential.

Merit Everyone who works for Adelaide Airport, or applies to work for us, should be treated fairly and equitably. All employment decisions including recruitment, selection, review and development should be made on the basis of an employee's skills, qualifications, merit as well as attitudes and behaviour.

This framework applies to Adelaide Airport Limited.

Our Framework

Our framework for building a diverse and inclusive workplace is centred on four key elements:

Our Enablers

- Company Values
- 'Our Promise'
- Leadership Framework
- Staff Engagement Survey
- Community Investment Program
- Communication

Our guiding policies & procedures

- Fair Place of Work policy & procedure
 - Code of Conduct policy
 - Grievance Policy & procedure
 - Recruitment and Performance policy & procedure
 - Performance Management System procedure
- In accordance with State and Federal legislation

How we make it happen

Learning & Development

- Diversity & cultural awareness training & events
- Leadership Development
- Gender Education Participation
- Personal and Career Development
- Compliance Training
- Cross Functional Groups
- Cross Training Programs
- "Day in the Life" program
- 'Moments that Matter' program
- Performance Management System

Diversity Initiatives

- Strengthening gender equality
- Indigenous traineeships
- Disability sector community partnerships
- Disability employment
- Staff community volunteering opportunities

Support

- Flexible work arrangements
- Wellness program
- Employee Assistance Program
- Paid Parental Leave
- Paid Study Leave

How we measure success

- Gender pay equity
- Gender diversity
- Diversity feedback from staff survey
- Workplace flexibility feedback from staff survey
- Employee feedback from exit interviews
- Employee Assistance Program report
- Take-up of flexible work arrangements