

## People

NBN Co's people are central to delivering the Company's purpose. To create a purpose-led and inclusive workforce, NBN Co focuses on creating practices where diversity, safety and wellbeing are valued.



### Material topic and objective

Diversity and inclusion – set the example of a diverse, inclusive and healthy workforce, with a strong culture, purpose-driven people and high level of engagement

### FY21 performance

Employee engagement

**76%**

Female representation in management

**33%**

Frequency of HSE incidents with the potential to cause serious harm

**0.7**

Total Recordable Injury Frequency Rate (TRIFR)

**2.2**

**Gold Employer, Australian Workplace Equality Index**

**Gender pay gap of less than one per cent as at 30 June 2021**

**#14**

Debut ranking in Australian Association of Graduate Employers (AAGE) top 75 Graduate Employers

### Value created



**A safe, inclusive and engaged workforce**

### Key actions

#### Culture and engagement

- Leadership, engagement and learning and development programs

#### Diversity and Inclusion

- Diversity and Inclusion strategy, policy and initiatives

#### Safety, health and wellbeing

- Health, Safety and Environment Management System, Critical Controls, myWellbeing program and Mentally Healthy Workplace Strategy

### Future focus

- Purpose-led engaged workforce to attract and retain key talent
- Critical future skills, leadership development, and meaningful work through a variety of career pathways
- Target 40 per cent female representation in management roles by 2025
- Further collaboration with Delivery Partners to reduce incidents and injuries in the field
- New and expanded initiatives designed to prevent psychosocial hazards in the workplace
- Review and update of Mentally Healthy Workplace Strategy