

# DIVERSITY AND INCLUSION POLICY

## 1. Policy Aims

Mid West Ports Authority (MWPA) is committed to promoting and achieving diversity and inclusion at all levels of MWPA's business that fosters and contributes to its ongoing success.

MWPA is committed to the following diversity and inclusion principles:

- The elimination of all forms of discrimination, harassment and bullying from the workplace.
- Recruitment, promotion and remuneration are consistently based on merit, performance and capabilities.
- Learning, development opportunities and career progression are offered equitably across the organisation.
- The diverse needs of Staff Members and Contractors are accommodated by implementing flexible and adaptive working practices where practicable.
- MWPA will support flexibility, diversity and inclusion in its workforce, ensuring that its people feel valued for their unique contributions.
- MWPA seeks to maximise local employment, and to increase diversity in its workforce to better reflect the communities in which it operates.
- MWPA desires a work environment where all Directors, Staff Members and Contractors feel valued and are encouraged to contribute to their fullest potential.

## 2. Diversity and Inclusion Meaning and Benefits

Diversity and inclusion refers to acceptance and respect for the differences between people within its workforce. These differences can include work and cultural background, experience, education, age, gender, race, national origin, physical abilities, religious belief, sexual orientation, gender identity and other real and perceived differences.

MWPA recognises the benefits that having a diverse workforce can bring to its business. Diversity in the workforce results in greater organisational strength, greater innovation, deeper problem-solving ability and the generation of a wider range of new business opportunities.

## 3. Achieving Diversity and Inclusion in the Workplace

MWPA is committed to attracting and retaining a diverse range of talented people to work in all levels of its business, from entry positions to Board members. MWPA reports annually to the Public Sector Commission on Diversity and Inclusion metrics.

This Policy overrides any previous policy, procedure or agreement either written, or verbal relating to matters contained within.



Mr Noel Hart  
Chair

  
Damian Tully (Mar 17, 2022 14:45 GMT+8)

Mr Damian Tully  
Acting Chief Executive Officer

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