

Diversity Policy

Diversity encompasses concepts of acceptance and respect regardless of an individual's race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It means understanding that each individual is unique.

The **ITS Australia vision** is to: "Shape future transport to be safe, efficient and environmentally sustainable through the implementation of Intelligent Transport Systems."

Our **Diversity vision** is to: "As the peak body in Australia for advanced transport technology, strengthen the intelligent transport systems industry and our impact and influence through inclusion, respect and valuing diversity."

The intelligent transport systems industry is made up of individuals with diverse skills, backgrounds, experiences and needs. ITS Australia values this diversity and recognises the strength, opportunities for innovation and other benefits that it brings to our industry.

This policy applies to all ITS Australia employees, our board and our industry engagement activities including our committees, reference groups, events and digital activities.

ITS Australia believes that genuine diversity offers strategic advantage for our industry and contributes to the achievement of our Vision. It enables the intelligent transport systems industry to attract people with the best skills and attributes, and to develop a workforce selected from all available talent, whose diversity reflects that of the customers and communities our industry serves.

To achieve our vision, we are committed to the following:

- Creating an environment in which all industry members are treated with fairness and respect and have equal access to opportunities associated with ITS Australia. ITS Australia will continue to work with our stakeholders to develop and implement practices, programs and initiatives to support and assist with improving diversity at all levels of our activities.
- Ensuring a supportive, harassment-free and inclusive environment;
- Leading an industry wide culture that embraces diversity, and in which differences are valued, respected and fostered;
- Maintaining workplace structures, systems, policies and procedures that help employees and stakeholders we engage with to balance their work, family and other responsibilities;
- Diversity is embraced across all levels of our workplace, embedded in activities, and participants in our activities reflect the communities we operate within;
- Ensuring all employees, members and stakeholders have the ability to contribute and access opportunities based on merit;
- Employee engagement, morale and wellbeing are maintained at the highest level.



Dean Zabrieszach

President

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