

Disability Inclusion Action Plan

FY2026-FY2029

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Acknowledgment of Country

We pay respect to the rich, long and ongoing history of the Traditional Owners and Custodians and their connections to land, water and community. The mountains, lakes and rivers that capture and channel water for hydro power are rich in Aboriginal history, culture and tradition. We acknowledge ongoing connection to culture and custodianship of the lands and waters of places we share. We pay our respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Recognition of people with disability

We acknowledge and appreciate the valuable contributions of people with disability who generously shared their diverse perspectives and lived experiences in the development of this Disability Inclusion Action Plan (DIAP). We extend our gratitude to our disability consultants from Get Skilled Access and Australian Disability Network, our internal employee network, and all individuals who provided insight and guidance. Their voices have shaped this plan and strengthened our commitment to inclusion. We also recognise the broader community of people with disability and reaffirm our dedication to creating a more accessible and equitable future for all.

Foreword

A warm congratulations to Hydro Tasmania on the development and launch of their Disability Inclusion Action Plan 26-29.

After participating in Australian Disability Network's Access and Inclusion Plan Masterclass, Hydro Tasmania gained valuable input from employees to develop this plan that focuses on three strategies: commitment, experience and access.

Hydro Tasmania is ensuring the sustainability and relevancy of their plan by committing to an annual review and the implementation of priority actions with clear success measures each financial year to drive progress across the three strategies. Australian Disability Network commends Hydro Tasmania on this approach.

As an active member of our network since 2024, Hydro Tasmania has demonstrated their ongoing commitment to ensuring equitable access for all employees.

Australian Disability Network applauds the efforts made by Hydro Tasmania in developing this Disability Inclusion Action Plan.



Deborah Homewood
Chief Executive Officer
Australian Disability Network

Introduction

We are proud to be building on the foundations of our first Disability Inclusion Action Plan, as we launch this second plan.

Key insights and contributions have come from people with lived experience of disability, particularly members of our employee resource group, the Different-Ability Employee Network (the DEN), and our partners at Get Skilled Access. We are grateful to them for generously sharing their experiences and ideas.

Tasmania is also leading the way with the introduction of the Disability Inclusion, Rights and Safeguarding Act 2024 and the appointment of Tasmania's inaugural Disability Commissioner, Catherine Whittington. We are also grateful for the ongoing support of the Australian Disability Network and their CEO, Deborah Homewood, has provided a foreword in this plan.

As we pursue an ambitious organisational strategy to create a sustainable energy future for all, this plan will support our success by helping to unlock more talent and draw on the full breadth of skills and capability – by removing barriers and ensuring everyone feels safe, valued and included at the Hydro Tasmania group. In short, we are better together.



Rachel Watson
Chief Executive Officer
Hydro Tasmania

Our commitment

We are committed to advancing universal access and inclusion at the Hydro Tasmania group:



Strategy alignment

Through the DIAP, we are bringing our Purpose, Vision and Strategy to life by developing our workforce for the future and growing a safe, inclusive and adaptive culture.



Employee voice

Insights from our engagement survey, employee network (The DEN) and broader consultations highlight key opportunities to improve access and inclusion, prioritising impactful changes aligned with the needs of our people.



Best practice

Australian Disability Network's Access and Inclusion Index helps us assess our access and inclusion maturity, benchmark our progress and support knowledge building, engagement, and action prioritisation.



Compliance

As a Government Business Enterprise we are required to develop a Disability Inclusion Action Plan under the Disability Rights, Inclusion and Safeguarding Act 2024 (Tas).



The Hydro Tasmania group is a truly inclusive workplace where every employee feels safe and empowered to express their challenges openly, aspire to their goals, and reach their full potential without facing physical or cultural barriers.



The aspiration of The DEN

Our progress: key achievements from our first DIAP

This reflection on our first Disability Inclusion Action Plan (2020–2023) showcases the collective achievements of people across the business and acknowledges the ongoing efforts driving access and inclusion beyond the plan.

Create more opportunities for people with disability to engage with us

Our Workplace Adjustment Procedure was finalised and launched in June 2024.

"This procedure will allow me to seamlessly integrate into the workplace and feels like I'm meant to be here. It makes me feel welcomed." Eddie Jager (Delivery Manager)



In 2023, we were the proud accessibility partner at Junction Art Festival supporting; low sensory space and performances, AUSLAN interpreters, and step-free venues.



The accessibility of our annual Agfest exhibits are prioritised and well communicated by the team, resulting in being awarded the 'Most Accessible Site' in 2023.

Increase employment opportunities for people with disability



We participated in the nationwide RecruitAble pilot to create meaningful employment opportunities for people with disability. The pilot included training for hiring managers and recruitment teams, which enabled our people to enhance their skills and significantly improve the accessibility of application processes.

We also continued our long-standing partnership with Bluegum Grounds Maintenance, a Certified social enterprise supporting the local community by creating real jobs for people living with disabilities.

"The partnership between Hydro Tasmania and Bluegum Grounds Maintenance has been pivotal in Bluegum's success, providing the essential support and opportunities for long-term growth."

Mike McOwan (Bluegum Grounds Maintenance Manager)

Our progress: key achievements from our first DIAP

Change community attitudes towards people with disability

Each year, we celebrate International Day of People with Disability. Our events feature powerful personal stories from both employees and external speakers to deepen our understanding and awareness of disability.

We launched disability awareness training for all employees, with a completion rate exceeding 80 per cent.



We launched Talking Tips, a one-page inclusive language guide to support respectful conversations and empower employees to communicate with confidence.

We have offered workshops and webinars, including Knowledge and Nibbles: Thinking with an Inclusive Design Mindset, which was led by a specialist and focused on universal design and disability inclusion.

Create more inclusive systems and processes

An accessibility widget has been implemented on our Momentum Energy and Entura websites, with a review planned to identify further improvements aligned with best practice. Hydro Tasmania's website is also being uplifted, with accessibility as a core focus and key outcome of the project.

Reception areas have been improved with accessible security gates and inclusive sign-in locations following review of first-impression spaces.

Beyond the DIAP

Disability Champion: The development of our second DIAP and formation of the Different-Ability Employee Network is championed by Hydro Tasmania's, Head of Organisational Change, Kate Scarafiotti.



"I'm mum to a very busy 12-year-old boy who is a congenital amputee; he shows me every day how amazing, capable and resilient he is... My vision is to create a workplace where everyone is empowered to be their authentic selves and where we can celebrate each other's unique strengths"

Establishing the Different-Ability Employee Network (DEN): Our first employee network focussed on disability inclusion was established in September 2024, successfully bringing together employees with lived experience, carers, and allies from across the organisation.

Australian Disability Network membership: We joined the network to gain expert guidance, access best practices, and leverage valuable resources to support and strengthen our approach to disability inclusion.



Introducing the DEN

The Different-Ability Employee Network (The DEN) was established in July 2024 to connect employees with disability, carers, and allies from across the organisation. The purpose of the DEN is to:

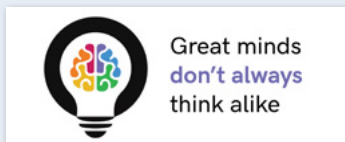
Raise disability awareness and confidence across the business



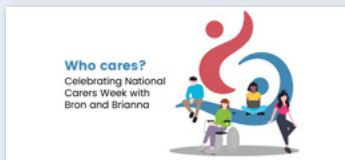
International day of people with disability

Hobart Human Library event: story telling by people with lived experience

Internal articles shared by the DEN to recognise and raise awareness:



Neurodiversity Celebration Week



National Carers Week

Create a support network for colleagues

The DEN members foster a supportive environment by consistently attending monthly meetings and social gatherings and creating a safe space for personal shares and authentic connection with peers.

Active collaboration through MS Teams ensures members stay connected, informed, and equipped with valuable insights to navigate workplace challenges.

The DEN expands its reach throughout the business using speaking opportunities and internal communications that encourage new members to connect.

Have a say on policies, procedures and business initiatives that impact people with disability

The DEN co-designed their terms of reference (ToR) ensuring that their aspirations, purpose, governance and ways of working are shaped by and for its members.

It contributes valuable employee insights during the development of the DIAP to ensure strategies and actions genuinely reflect the perspectives and needs of those they impact.

The DEN helps drive inclusive and thoughtful workplace improvements by actively engaging in business initiatives, such as reviewing the Melbourne office design from an accessibility perspective in early 2025.

Structure: Disability Inclusion Action Plan FY2026-29

The DIAP FY2026-29 features **three strategies that we will focus on over four years**. As the context of this Plan may evolve over time, we will review the document annually to ensure it remains current.

Each financial year, we will set and implement priority actions with clear success measures to drive progress across the three strategies. These priority actions will be reviewed and adjusted annually to ensure continuous improvement.



Why this approach?

- Consultation findings highlight the need for clear, achievable actions that can be built on over time.
- Flexibility allows us to adapt to an evolving external context.
- It enables us to integrate continuous learning and improvement.
- We can better align with business cycles, work plans, resourcing, and budgets by planning one year ahead rather than four.

Our three strategic pillars



Commitment

We embed disability inclusion into our organisational culture through leadership accountability, ongoing education for employees, and strategic planning to ensure inclusive practices are consistently implemented and sustained.



Experience

We foster a workplace where employees with disability feel valued and supported through streamlined workplace adjustments, inclusive recruitment and retention strategies, and empowered employee networks.



Access

We proactively seek to advance the design of our physical, digital and operational environments to be universally accessible, ensuring equitable participation for employees and customers with disabilities.

Actions FY2025-26



Commitment

“

There's still very much that sense of people feeling that they will get things wrong... especially in relation to invisible disabilities.

”

DIAP Consultation Participant

Action	Accountabilities
Review relevant existing training suite and resources with an access and inclusion perspective to address gaps and integrate improvements.	R - Manager Organisational Learning & Development, Capability & Development Partner A - Head of People & Capability, General Manager People & Experience
Develop an accessible meeting and events guide and socialise it across the organisation to enhance consistency for accessibility and inclusion.	R - Diversity, Equity & Inclusion Partner A - Head of Diversity, Equity & Inclusion

Actions FY2025-26



Experience

“

*If I disclose my disability,
I worry they'll make assumptions
about what I can or can't do,
even if it's wrong.*

”

DIAP Consultation Participant

Action	Accountabilities
Review the external evaluation of RecruitAble pilot and either explore internal opportunities or alternative partnerships to continue creating employment pathways for people with disability.	R - Manager Employee Experience A - Head of People & Capability
Introduce a process to track and measure the uptake, timeliness of delivery and effectiveness of workplace adjustments by providing guidance and support to leaders navigating disability disclosure with confidence and sensitivity.	R - Diversity, Equity & Inclusion Partner A - Head of Diversity, Equity & Inclusion
Explore universally recognised program, such as Hidden Disabilities Sunflower lanyards for hidden disabilities.	R - Diversity, Equity & Inclusion Partner A - Head of Diversity, Equity and Inclusion
Review and refine the DEN ToR to enhance member empowerment and upskilling with a focus on strengthening governance and providing development opportunities.	R - Disability Champion, Diversity, Equity & Inclusion Partner A - Head of Diversity, Equity & Inclusion

Actions FY2025-26



Access



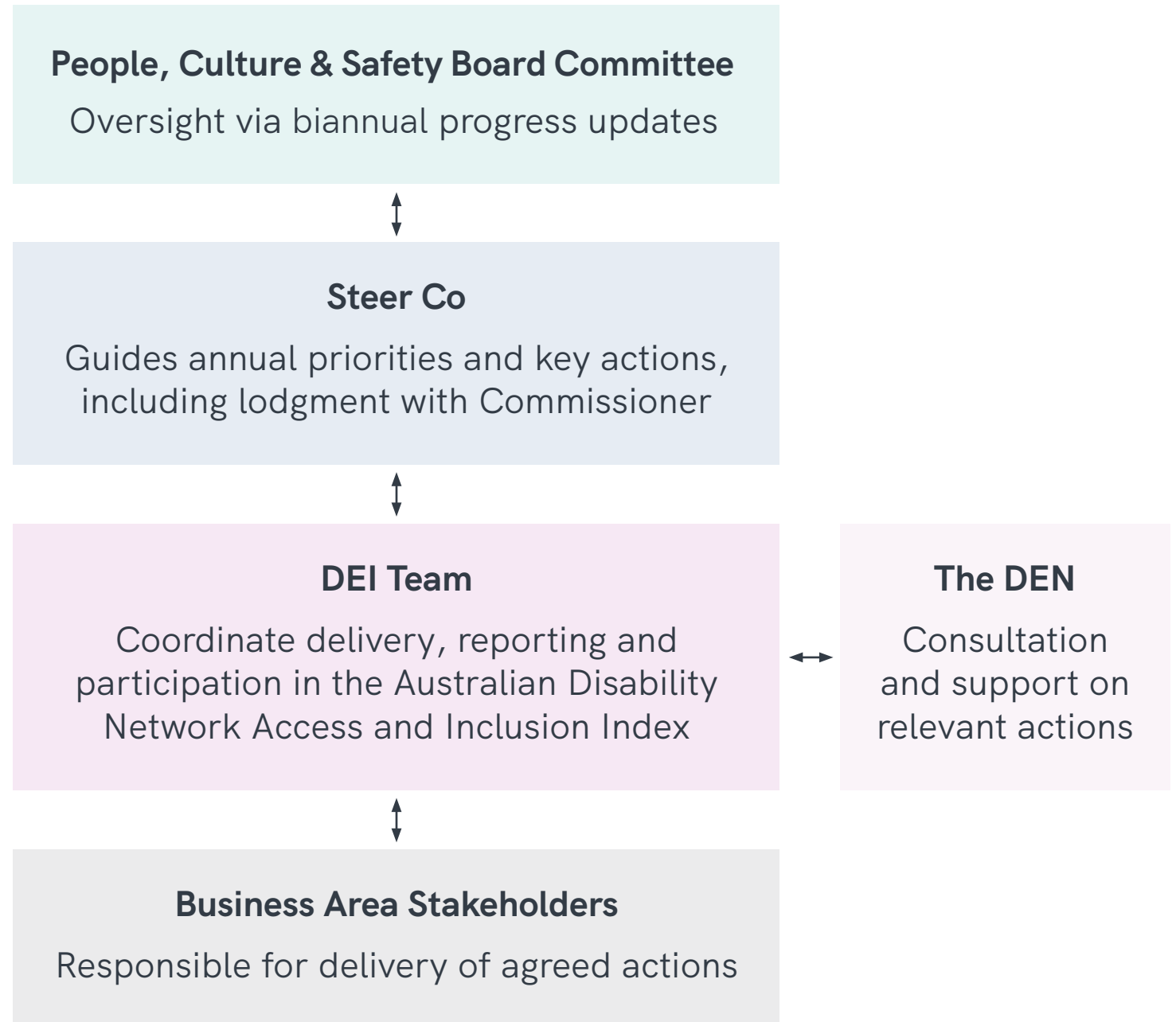
If it's more accessible, it's just better for everyone.



DIAP Consultation Participant

Action	Accountabilities
Incorporate inclusive design principles into upcoming planned building works to create inclusive spaces while supporting employee needs.	R - Manager Production Services A - General Manager TVPS & Asset Initiatives
Improve disability representation and accessibility awareness across internal communication for all brands.	R - Respective Communications and Marketing teams A - Head of Corporate Affairs
Review accessibility in core IT applications.	R - Manager IT Commercial & Planning, Head of Retail Technology A - Head of IT, GM Customer & Technology Delivery
Develop processes to ensure that accessibility is a key consideration when selecting suppliers and partners.	R - Contracts Lead & Diversity, Equity & Inclusion Partner A - Head of Finance

Governance





Contact

For more information on the Disability Inclusion Action Plan FY2026-29, including feedback, progress updates, or ideas please contact:



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