

# People management



**Responsible Executive:** General Manager People, Health and Safety

**Version Date:** 18 March 2025 **Next review date:** 18 March 2027

## Our purpose

To support the achievement of organisational and individual goals through effective people management

This policy articulates the Icon Water Board and Executive’s beliefs, commitments and expectations around people management.

For us, people management is about supporting and enabling our people to deliver their best work, and in turn contribute towards achieving individual, team and organisational goals.

## Our beliefs

We believe our people are the backbone of our business, and each person plays a role in achieving our goals.

- Our people are the backbone of our business, critical to our success and achieving our vision to be a valued partner in our community.
- Good people, working together in a good culture, can tackle any challenge.
- Leveraging the diversity of all our people will result in the best outcomes.
- Good leadership is fundamental to building a great culture.

## Our commitment

We are committed to providing a working environment in which all employees feel safe, valued and respected.

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- We will do this by:
  - being open, fair and listening to all (including through our whistleblower program)
  - supporting and developing our people to realise their full potential
  - welcoming and seeking diversity of thought and experience
  - recognising and acknowledging people’s efforts and successes
  - rewarding our people fairly and equitably
  - empowering people to use their creativity and strengths to add value.
- We are committed to finding, developing and retaining the best people to serve Icon Water and the community which it in turn serves.

## Our expectations

We expect all our people to take responsibility for their own actions and contributions, and to behave in a manner that aligns with our core values.

We expect all Icon Water leaders to:

- communicate our core purpose and objectives, so that our people can understand how they contribute to success
- provide regular feedback and set clear expectations for their teams about what achievement and performance look like.

We expect all our people to:

- behave in a manner that aligns with our core values of safety, excellence and openness
- take responsibility for their own actions and contributions.

LEADERS DRIVING CULTURE	LEVERAGING DIVERSE VOICES	LISTENING TO ALL	RECOGNISING EFFORTS AND SUCCESSES
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