

DISABILITY ACCESS & INCLUSION PLAN

2025-2028

ABOUT US

The Department for Energy and Mining (DEM) supports a successful energy and mining sector that allows South Australia to responsibly grow and thrive, overseeing the responsible mining and production of minerals, metals and fuels, unlocking new opportunities that are critical to the state's economic and industrial future.

ACKNOWLEDGEMENT OF COUNTRY

DEM acknowledges everything this department does impacts on Aboriginal country: the sea, the sky, its people, and the spiritual and cultural connections which have existed since the first sunrise. Our responsibility is to share our collective knowledge, recognise a difficult history, respect the relationships made over time, and create a stronger future. We are ready to walk, learn and work together.

OUR VISION

At DEM, we recognise that supporting accessibility and inclusion is not only the right thing to do but is instrumental in achieving our following strategic directions for the energy and mining sectors:

- Driving the game changers
- Unlocking new opportunities
- Best practice regulation
- Working better together

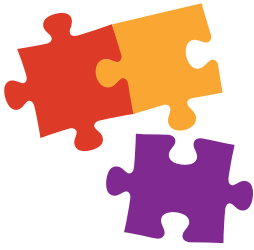
By embracing, supporting, and thriving on the richness of our individual differences, we unite in our shared purpose to deliver the best outcomes for all South Australians.

OUR WORKPLACE/STAFF

As of 5 February 2026, DEM employs 386 people with approximately 12 of our employees self-identifying as living with a disability.

The breakdown of this is:

- 4 people with physical disabilities,
- 2 people with intellectual disabilities,
- 1 person with both intellectual and physical disabilities,
- 4 people with sensory disabilities,
- 1 person with both psychological and sensory disabilities



Disability Access and Inclusion Plan 2025-2028

STRATEGIC CONTEXT

The Department for Human Services established a policy framework for DAIPs in South Australian government agencies through the State Disability Inclusion Plan 2025-2029.

The State Plan gives effect to the following:

- *Disability Inclusion Act 2018 (SA)*
- State Disability Inclusion Plan 2025-2029
- Australia's Disability Strategy 2021-2031
- United Nations Convention on the Rights of Persons with Disabilities

The Department for Energy and Mining DAIP aligns with the following domains in the State Plan:



Inclusive environments and communities

All people with disability can participate as equal citizens and feel connected to their communities.



Education and Employment

All people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.



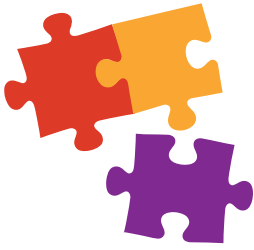
Personal and community support

All people with disability can access quality, tailored, personal and community supports addressing their individual needs.



Safety, Rights and Justice

All people with disability feel safe, have their rights upheld and have full and equal protection before the law.



Disability Access and Inclusion Plan 2025-2028

CONSULTATION

The consultation process undertaken for the development of DEMs Disability Access Inclusion Plan captured:

- feedback from all staff through a staff survey, including those with disability to understand gaps and opportunities for improvement at DEM
- two rounds of feedback requests from key DEM internal stakeholders' including the DEM Diversity and Culture Committee, DEM Reconciliation Action Plan Working Group and DEM First Nations Engagement Officers Group
- review and consideration DHS community consultation results shared with each government agency

Public consultation was not required.

To finalise the plan:

- the final draft was shared with all DEM staff, including an invite to request to personally meet with a member of People and Culture for discussion if needed
- review and approval were obtained from DEMs Executive Leadership Team

Relationship to other policies, strategies, frameworks

At time of the DAIP development, DEM is developing an overarching Diversity and Inclusion Strategy for the organisation.

DEM currently supports the employment of people with disability by providing hiring managers with access to Employment Opportunity Programs as described in the DEM Recruitment Procedure (DEMPRO. 055) and by supporting the implementation of the SA Public Sector Disability Employment Strategy.

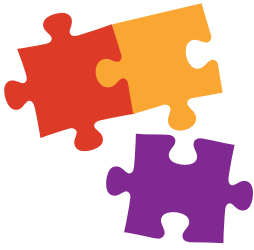
The department supports people with disability to advocate for their own rights by committing to improved access to DEM services and, where this does not happen satisfactorily, to providing additional support to people with disability in the complaints handling process as outlined in the DEM Complaints and Feedback Policy (DEMPOL. 023).

DEM aims to promote and protect the contribution and rights of people with disability by having a zero tolerance approach to discrimination in the workplace as described in the DEM Respectful Behaviours Policy (DEMPOL. 057).

Achievements

Some key achievements from our previous Disability Access Inclusion Plan included:

- Initiating and continuing our lived experience series, with over 25 different lived experiences shared so far.
- Commemorating and raising awareness during days that celebrate the contributions of people with disability such as International Day of People with Disability or Autism Awareness Day.
- Conducting annual audits of DEM owned or occupied facilities against relevant standards, where appropriate and making improvements as needed.



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- Ensuring disability awareness training is mandatory for all new starters through the Introduction to Disability Awareness and Inclusive Communities Benefit Everyone e-learning modules.
- Introducing the Autism Awareness: Working with Autistic Colleagues e-learning module and making it available for all staff on our learning management system.
- Continuing the Diversity and Culture Committee to action and oversee all diversity initiatives. Maintaining ELT representation on this committee also.

While there is still work to do, these accomplishments provide a strong foundation for our next phase of action.

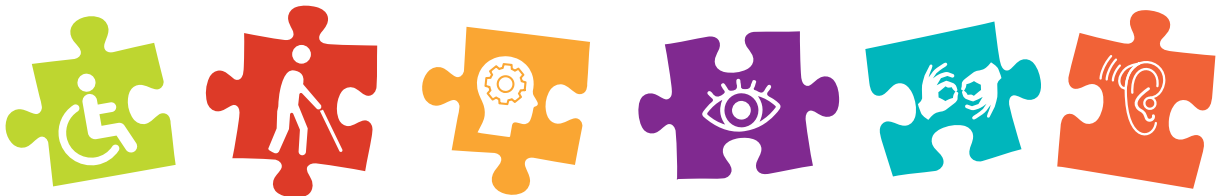
DAIP ACTIONS TABLE

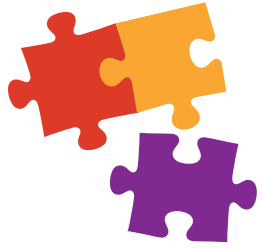


Domain 1: Inclusive environments and communities

Outcome Statement: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

Objective: To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.





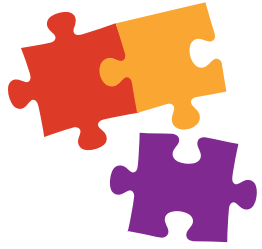
Disability Access and Inclusion Plan 2025-2028



Priority Area: Active participation

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
1.	Develop an event checklist suitable for DEM events which includes provisions for staff and/or public attendees with disabilities, including a feedback survey post-event.	1.1.2	The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.	August 2026	Events and Engagement Supported by OD and Diversity	Develop and implement a DEM event accessibility checklist to ensure Engagement and Events offer appropriate and feasible participation options (including in-person, hybrid, online or phone-based formats), supported by staff capability and post -event feedback to continuously improve accessibility outcomes. Examples of such events include: roadshows, awards ceremonies, industry and public consultations
3.	DEM to review their event management practices against the “Australian Human Rights Commission Accessible Events: A Guide for Meeting and Event Organisers” and the DHS Event Toolkit.			August 2026	Events and Engagement	DEMs event management procedures and systems are regularly updated and align with current standards.



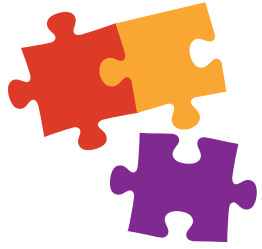
Disability Access and Inclusion Plan 2025-2028



Priority Area: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours are widely demonstrated.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
2.	Explore opportunities and implement Neurodivergence training for all staff, in addition to the e-learning Autism module already offered.	1.2.1	The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: <ul style="list-style-type: none"> The number of staff and volunteers participating in disability awareness training, including Universal Design. 	August 2026	Events and Engagement Supported by OD and Diversity	DEMs staff are educated about Neurodivergence and have good understanding of working with people with Neurodivergence.
	At least once annually, hold a lived experience interview to create awareness of the types of challenges for these people in the workplace. Ensure at least one neurodivergence interview over the DAIP period.			Dec 2026	OD and Diversity Supported by D&C Committee	Staff have opportunity to listen and learn directly from those with lived experience.
	Commemorate a day that celebrates the contributions people with disability make to society, for example International Day of People with Disability or Autism Awareness Day			1/12/2026	OD and Diversity Supported by D&C Committee	DEM raises awareness about people with disability and brings staff together for meaningful discussion.
	Ensure at least one Executive Leadership Team representative is a member of the DEM Diversity and Culture Committee to provide oversight, guidance and assist in decision making.			Ongoing	OD and Diversity Supported by D&C Committee	DEMs ELT are involved in decision making for people with disability and are across all matters in DEM in this space.

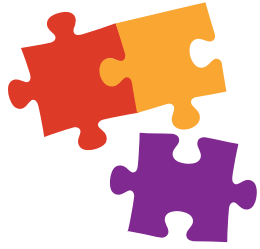


Disability Access and Inclusion Plan 2025-2028



Priority Area: Inclusive communities and attitudes cont.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
3.	Ensure DEMs engagement strategy requires that engagement with First Nations businesses occurs from the beginning of project and considerations about First Nations peoples with disability are considered in this process.	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	Dec 26	Events and Engagement Supported by RAPWG	DEM staff are confident they can appropriately engage with First Nations businesses.
	June 27			Teams as allocated in RAP Supported by RAPWG	People with disability are considered as part of all RAP deliverables at DEM.	
	June 27			Teams as allocated in RAP Supported by RAPWG	The development and launch of a First Nations peoples procurement strategy and First Nations Recruitment and Retention Strategy for DEM.	
	Implement deliverables in the DEM 2025-27 Innovate Reconciliation Action Plan including delivering, monitoring and reporting on the Closing the Gap targets, while ensuring disability inclusion is considered and embedded across all First Nations engagement, programs, policies, and initiatives					
	Explore and implement opportunities to promote First Nations employment and First Nations business participation within the energy and mining sectors, ensuring consideration of First Nations people with disability through the development and delivery of DEM's First Nations Peoples Procurement Strategy and DEM's Recruitment and Retention Strategy					



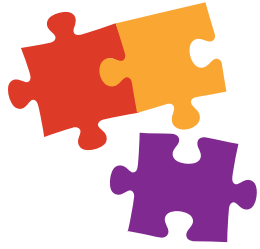
Disability Access and Inclusion Plan 2025-2028



Priority Area: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
4.	Conduct annual audit of DEM owned and/or occupied facilities against the Disability (Access to Premises – Buildings) Standards 2010 to ensure safe, equitable and dignified access for people with disability. Audit is selective to relevant sites and appropriateness of accessibility for the natural environment. Audit results to be shared with People and Culture for reporting purposes.	1.3.2	The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors.	Jun 2026, 2027, 2028 and 2029	Assets, Facilities and PMO	DEMs facilities are consistently compliant with standards, where applicable.
5.	DEM Relocation Project Team to ensure design process for Market Square building to include disability provisions.	1.3.3	The number of new developments that incorporate Universal Design.	Supported by Relocation Project Team		New DEM location to be an inclusive venue for people with disability.
	Review building accessibility annually and consult with DEM WHS and staff requiring provisions for support in their working environment.			June annually	Assets, Facilities and PMO Supported by Relocation Project Team	DEM key areas collaborate and consult staff to ensure all people with disability are well supported in their working environment.



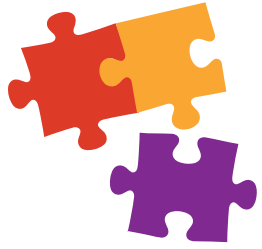
Disability Access and Inclusion Plan 2025-2028



Priority Area: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
6.	Develop and maintain DEM websites and intranet pages to ensure people with disability can readily access information. Ensure this is done to the best of our ability, considering the often technical nature of DEMs content.	1.5.1	The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents.	Development - Dec 27 Maintenance - Ongoing	Communications	DEMs website and intranet are accessible to people with disability with different formats available and easy read English used wherever possible.
	Ensure all publications, information and marketing material use inclusive language, correct symbols and access information (where relevant), apply accessible design principles, are written in plain English and are readily provided in alternative formats on request			Review current - Dec 27 Maintenance - ongoing	Communications	DEMs publications and marketing material are accessible for people with disability.
7.	Ensure all publications, information and marketing material use inclusive language, correct symbols and access information (where relevant), apply accessible design principles, are written in plain English and are readily provided in alternative formats on request	1.5.2	The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.	Ongoing	OD and Diversity	DEMs induction ensures people with disability are considered and can be set up for support where needed.

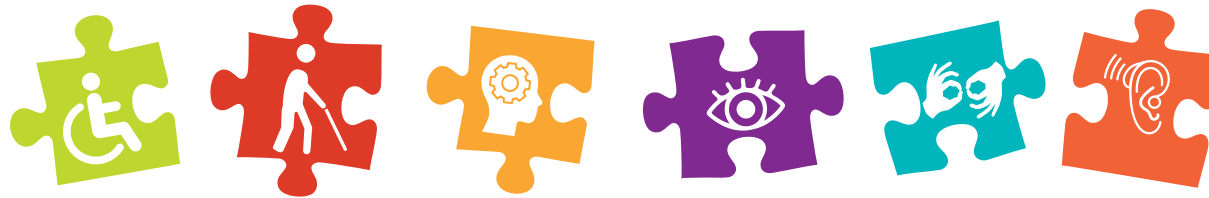


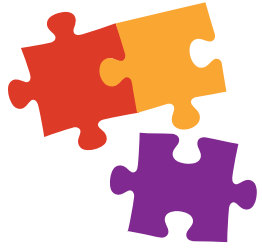
Disability Access and Inclusion Plan 2025-2028



Priority Area: Communications and information cont.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
	Ensure all employees are aware that they have access to headphones at point of induction and throughout their working time at DEM.			Ongoing	OD and Diversity	DEMs induction ensures people with disability are considered and can be set up for support where needed.
	Train all staff in the use of the sub-titles feature for online presentations and meetings and encourage to use this feature when appropriate.			Implement training - Dec 27 Maintenance - ongoing	Information, Digital and Technology Supported by OD and Diversity and the D&C Committee	Online presentations are accessible for people who require/prefer reading rather than hearing.





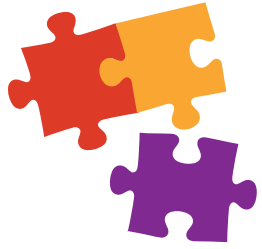
Disability Access and Inclusion Plan 2025-2028



Priority Area: Collaboration, consultation and innovation

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
8.	Explore opportunity for inclusion of DHS toolkit and SA Public Sector Co-Design Framework in the DEM engagement strategy.	1.7.1	The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOS).	June 2027	Engagement and Evens Team	Ensure DEMs Engagement Strategy aligns with SA Government expectations.
	Ensure the Diversity and Culture Committee invites and makes effort to have representation from people with disability and/or parents and carers.	1.7.2	The number of people with disability including parents and carers, serving on committees and working groups.		Supported by D&C Committee	People with disability are appropriately represented at DEM and are involved in decision making.
9.	Diversity and Culture Committee to coordinate review of DEM internal and external committees Terms of Reference (such as PLEC, WHS committee) to ensure reasonable effort is taken to represent people with disability.				Ongoing	OD and Diversity Team Supported by D&C Committee



Disability Access and Inclusion Plan 2025-2028



Domain 2: Education and employment

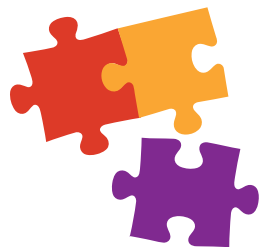
Outcome Statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

Objective: To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Area: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
10.	DEM will actively promote and encourage People with Disability to engaged in internal committees and other relevant opportunities to strengthen diversification within the department. This includes an EOI to welcome staff encouraging self-nomination to expand our diversity on committees etc.	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	Ongoing	OD & Diversity	Staff at DEM are encouraged to volunteer in opportunities to improve the lives of people with disability.



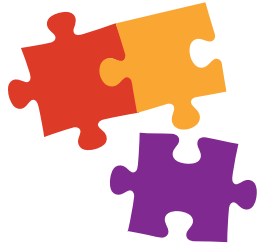
Disability Access and Inclusion Plan 2025-2028



Priority Area: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
11.	Recruitment policy and procedures to be adopted to include strategies: <ul style="list-style-type: none"> to attract people with disability, including provisions for inclusive recruitment practices. for screening and selection processes for candidates that disclose self-identification. for reasonable adjustments for engaging people with disability. 	2.4.2	The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	December 2026	Human Resources	DEMs Recruitment related policies and procedures are considerate of people with disability and reflect our commitment to ensuring a workplace that is accessible, welcoming and safe for all.
	Recruitment policy and procedures to be reviewed as per their review schedules for opportunity to improve for people with disability.			Ongoing	Security, Audit and Risk Supported by HR	All of DEMs Recruitment related policies and procedures are considerate of people with disability and reflect our commitment to ensuring a workplace that is accessible, welcoming and safe for all.
	Provide manager training about managing staff with disability including how to support fairly and appropriately.			Introduce training by Dec 2026	OD & Diversity	DEM Managers are educated about how to manage people with disability.
	Provide manager training on inclusive recruitment practices for disability.			Introduce training by Dec 2027	HR With support from OD & Diversity	CEM Managers and staff involved in recruitment are educated about inclusive recruitment practices generally and specific to DEM.



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Priority Area: Inclusive working environments

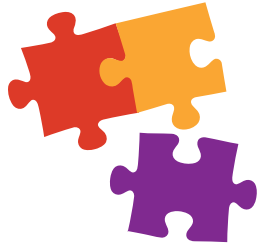
Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
12.	Where possible, ensure all training offerings are inclusive for people with disability. Staff are to be asked at time of training offering if they require special assistance.	2.5.1	The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.	Ongoing	OD & Diversity	All training offerings at DEM are considerate and accessible for people with disability.

Priority Area: Data and reporting

Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
13.	Include statistics about DEM staff with disability as part of the DEM workforce reporting dashboard. Ensure these statistics are shared with the Executive Leadership Team at least each quarter.	2.6.2	Development and implementation of data collection and reporting systems.	Ongoing	Human Resources	DEM has a process in place to report and track the number of staff with disability and ensures leaders know these numbers.



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Domain 3: Personal and community support

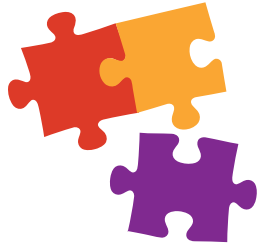
Outcome Statement: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Area: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
14.	Annually identify areas of DEM that provide community supports and explore opportunities to improve these supports for people in the community with disability (eg Energy Advisory Service, Complaints, RAES). Select one area annually to focus on.	3.1.1	The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	Jun 2026, 2027, 2028 and 2029	OD and Diversity Supported by D&C Committee	DEMs community supports are accessible for people with disability.
	Explore training opportunities for DEMs public facing staff who work on field about best practice for communicating and supporting people with disability during field operations. Explore options with the South Australian Council on Intellectual Disability (SACID) about this.			June 2030	OD and Diversity Supported by DEM teams who work in community	Public facing DEM staff are educated about appropriately communicating and supporting community when conducting their work.



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Priority Area: Information sharing

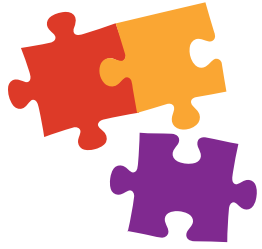
Outcome: People with disability receive more coordinated and effective support when services work together and share information.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
15.	DEM Diversity Officer/s are members of the Inclusive SA Community of Practice Group managed by DHS and attend the regular meetings. Ensure all important updates are reported to the Diversity and Culture Committee and where relevant, shared with the agency.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	Ongoing	OD and Diversity	DEM is collaborative with other agencies and is informed about the progress of the State Plan and any updates.
	Ongoing			OD and Diversity	DEM stays informed about whole of State Government Diversity and Inclusion updates.	
	DEM Diversity Officer/s are members of Disability, Diversity and Inclusion knowledge teams site and attend the regular meetings. Ensure all important updates are reported to the Diversity and Culture Committee and where relevant, shared with the agency.					

Priority Area: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
16.	As a small agency DEM has limited grant/funding programs. Any grant/funding programs are already established with large organisations. If this changes in future, DEM can consider if grant/funding processes need review for disability access improvements.	3.5.1	The number of grants and funding amount distributed to enhance disability inclusion.	Ongoing	Finance	DEM is open to funding and/or grants to enhance disability inclusion.



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Domain 5: Safety, rights and justice

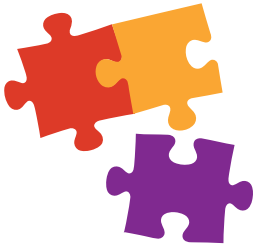
Outcome Statement: : A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Area: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	State Plan Measure	Timeframe	Responsibility and data source	DEM measurable target
17.	Review Personal Emergency Evacuation Plans (PEEP) bi-annually and ensure action/s for people with disability are appropriate/ current and person delegated to assisting is reminded of their responsibilities particularly in emergency situations.	5.2.1	The number of emergency response resources and systems developed for people with disability.	Bi-annually 2026, 2027, 2028 and 2029, 2030	Work, Health and Safety	DEMs PEEPS are accurate and current
	Perform bi-annual gap analysis between staff with declared disability (via HR) and check if a corresponding PEEP is in.			Bi-annually 2026, 2027, 2028 and 2029, 2030	Work, Health and Safety	Ensure all staff who require a PEEP have one in place
	Ensure DEM induction checklist and new starter welcome presentation includes information for new starters about PEEPs and DEMs emergency evacuation procedures.			Ongoing	OD & Diversity	All new starters at DEM are aware of and have opportunity to create a PEEP



Disability Access and Inclusion Plan 2025-2028

DAIP IMPLEMENTATION

Responsible teams have been allocated to deliver on actions, as per the Plan. The DEM Diversity and Culture Committee and OD and Diversity Team will monitor progress of all actions under the Plan.

The plan will be available on the DEM internal intranet for staff and the DEM website for external stakeholders and community.

DEM aims to ensure disability inclusion is embedded in day-to-day operations with actions that are realistic, practical and ongoing.

We will monitor our progress regularly during Diversity and Culture Committee meetings, checking results from staff surveys and following up with responsible action officers. The annual DAIP reporting system will also allow us to track progress.

People with disability are invited (and encouraged) to join the Diversity and Culture Committee. We will also ensure people with disability have fair and equal opportunity for involvement in all DEM initiatives and to help make decisions where possible.

ACKNOWLEDGMENTS

DEM acknowledges its key stakeholders who provided feedback and guidance in the development of this plan. This includes staff with disability lived experience, key teams with allocated actions, the Organisational and Development and Diversity Team and the Executive leadership Team.

DEM also acknowledges the guidance and support from the Department for Human

Services including the results of the consultation by DHS with community, which was shared with DEM and assisted us in creating actions.

GLOSSARY AND DEFINITIONS

Accessibility

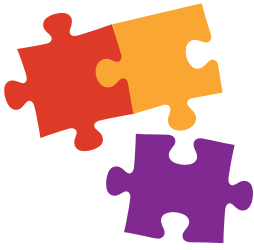
Accessibility is about ensuring that people with disability have equal access to programs, employment, training, goods and services, premises, communication, information and technology.

Inclusion

Inclusion is about embracing and harnessing our diverse resources. It is about removing attitudinal, behavioural and physical barriers so that everyone feels valued and respected, has equal access to opportunities, and is empowered to participate and contribute their skills and perspectives to their workplace and society.

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

A human rights treaty that aims to change attitudes and approaches to people with disability. It reaffirms that all people with disability must enjoy human rights and fundamental freedoms.



Disability Access and Inclusion Plan 2025-2028

Universal design

Universal design involves creating facilities, built environments, products and services that can be used by people of all abilities, to the greatest extent possible, without adaptation

ABBREVIATIONS

DEM	Department for Energy and Mining
DAIP	Disability Access and Inclusion Plan
DHS	Department for Human Services
OD	Organisational Development and Diversity Tea
D&C Committed	Diversity and Culture Committee
RAP	Reconciliation Action Plan
RAPWP	Reconciliation Action Plan Working Group
EPMO	Enterprise Portfolio Management Office
WHS	Work Health Safety
PLEC	Powerline Environment Committee
ACCO	Aboriginal Community Controlled Organisations
EOI	Expression of Interest
HR	Human Resources
CEM	Certified Energy Manager
SACID	South Australian Council on Intellectual Disability
PEEPS	Personal Emergency Evacuation Plan

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