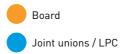
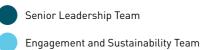
Workplace Culture Action Plan







••• Started / work in progress

✓ Complete / embedding

	Recruit and create a Culture & Transformation team			Tegular communication of LPC values			Establish diversity/ inclusion/anti- bullying centre of excellence at LPC			FY23 1st half	
Systems, Processes and Support											
Address diversity and inclusion	Introduce diversity targets and reporting in the Statement of Intent and the Annual Report			LPC to reflect Tikanga in our employment environment	ELT & SLT undertake Te Reo and Tikanga training, and model/support behaviours		HPHE Charter to include section on Tikanga Māori			Work with Unions to redesign cargo- handler PD to make roles more accessible for women	
People accountability and investment	All role vacancies advertised internally with clear selection process	LPC & Unions jointly redesign Cargo Handler selection process	People team and Unions jointly review all recruitment and selection process to ensure fair	Update LPC Bullying and Harassment policy to align with Worksafe	Amend employment agreements to reflect anti- bullying position of LPC	ELT and SLT KRA's to reflect both "what" and "how" behaviours				Jointly review and refine the new recruitment and selection processes	Work with Unions to review rosters for all roles to increase leadership visibility
Immediate conduct concerns	Conduct independent investigations into complaints raised through review process	Review culture at CityDepot		LPC & Unions engage to prevent "future intimidation" for people who speak up – and include in HPHE charter	Audit overtime and work allocation for Cargo Handlers to identify if issues exist						
Reduce 'them and us' barriers	Empower Social Club to develop more internal social events and celebrations	Introduce new Intranet to ensure access to key information and policies for all staff		Plan and conduct an "All of LPC" Social function for staff AND partners	Develop an internal fund to support social events and sports activities by staff		LPC to provide structured opportunities for different teams to interact with each other	Senior managers do "a day in the life" – work on the front line			