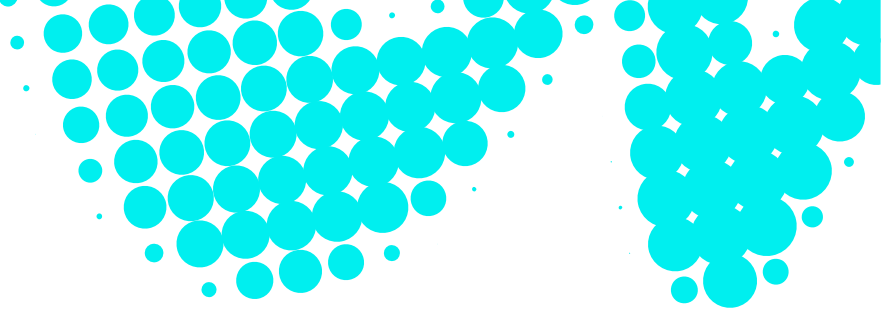


Policy Statement



People

GMB Water operates a wastewater and recycled water scheme comprising wastewater collection, wastewater treatment, bore water supply, and recycled water treatment and distribution.

GMB Water currently provides wastewater services to more than 15,000 customers, a community of just under 40,000 in Mount Barker, Littlehampton, Nairne and other townships in the district, and includes both a sewer service (in the Mount Barker growth area and to residents of Brukunga) and a broader community wastewater management system (CWMS).

In addition bore water services are provided to around 300 customers in Meadows, and recycled water schemes provide recycled water for use by Council to irrigate parks, gardens and recreation grounds, and to primary producers and industry.

On behalf of the Mount Barker District Council we provide a safe and reliable essential service to protect public health and support our community's businesses, agriculture and economic growth.

We are committed to a collaborative and accountable workplace and empowering our people to innovate, learn and deliver

To achieve these objectives GMB Water will:

- Focus on attracting and retaining people with the qualities and capabilities needed to meet the evolving needs of our organisation, customers and stakeholders.
- Support strategic workforce planning initiatives that consider future needs, key role continuity, and service delivery.
- Embrace diversity and foster an inclusive culture where people are empowered to identify opportunities to innovate and challenge the status quo.
- Foster respectful and safe workplaces that uphold dignity, promote wellbeing, and actively support a culture free from discrimination, harassment and bullying.
- Investment in the growth and development of our people, enabling them to develop the skills and capabilities needed to deliver on our strategic objectives - now and into the future.
- Maintain appropriate employment governance frameworks.

This policy aligns with our vision of delivering sustainable wastewater services for the benefits of our economy, community and the environment.

This Policy applies to all our employees and contractors and any person or organisation that acts for or represents us.

Helen Edmonds
Chief Executive
2 February 2026

Mark Gobbie
Chair
2 February 2026

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