

## Objective

IBA strives to attract, engage and invest in highly talented people whose values are aligned to its unique purpose and who deliver the required outcomes for its customers.

## Employment Principles

To achieve this objective IBA has developed the following Employment Principles:

- IBA has a strong understanding of our customers' needs and **plans our workforce** to ensure we can deliver on our purpose.
- IBA aims to **attract and recruit** the best possible candidates from diverse backgrounds. We seek talent who represent the views and values of IBA, respect, connect and listen to our customers and their colleagues and hold the technical skills needed to best serve our customer.
- IBA **values diversity** and is committed to achieving an inclusive workplace culture where staff always feel safe, empowered, respected and accepted. This includes building a workforce that is representative of our customer base through recruiting, nurturing and supporting Indigenous talent.
- IBA encourages **open communication**, consultation, cooperation and input from staff on matters that affect their workplaces.
- Staff are accountable, and **recognised**, for delivering great results for IBA's customers and demonstrating our organisational values at all times, with all people. All staff are expected to give and receive constructive feedback and to share in the evaluation of their own and colleague's **performance**.
- IBA recognises that **career development** is a shared responsibility between staff and IBA. Staff learn through on the job experience and are supported to complete a range of development through IBA's performance management and development system.