

Social Inclusion and Workplace Diversity Policy

SW-POL-80

Seymour Whyte's commitment to an equitable construction industry extends to an inclusive culture that embraces our differences and gives everyone the opportunity to grow and be equally valued. We are unified in our commitment to social inclusion and diverse workplaces.

We recognise the importance of social inclusion and diversity and value the advantages gained from having a diverse workforce and

addressing social exclusion at all levels of the organisation. We want employees to enjoy coming to work every day, not just for our great projects, but for the diverse teams and inclusive culture where fresh perspectives are promoted, ideas thrive, and we are able to learn from the views of others. Diversity and inclusion at Seymour Whyte are business imperatives driven through:



Partnerships

We pursue partnerships to create social and economic opportunities and outcomes for all.



Participation

We create equal workforce participation and career opportunities for all.



Engagement

We engage and consult with our employees and other stakeholders on diversity and inclusion through forums such as our Diversity & Inclusion Committee.



Workplace practices

We recognise individual differences, contributions and needs in the workplace.

We are committed to creating a workplace that is fair, diverse and continues to promote strategies which foster inclusive work practices. These strategies are measurable, with targets set, reviewed and reported.

Seymour Whyte is committed to First Nation participation, embedding a socially inclusive workplace free of discrimination, improving gender diversity across the business, increasing employment opportunities for people with varied abilities and having measurable targets to:

- Increase the number of First Nation employees;

- Deliver equal average pay for men and women at each job grade; and
- Increase the number of female engineers across the business.

Additionally, Seymour Whyte is focused on introducing initiatives to support the employment outcomes of people with disabilities and those from refugee backgrounds.

As Directors, we are accountable for the implementation of this Policy and we require the support of all Seymour Whyte employees to achieve our goals.


D Mackay | Chairman
July 2022


J Kirkwood | Managing Director and Chief Executive Officer