

DIVERSITY & INCLUSION POLICY



ADCO IS COMMITTED TO PROVIDING AN INCLUSIVE AND DIVERSE WORKPLACE WHERE EMPLOYEES AND OTHERS IN THE WORKPLACE FEEL SUPPORTED AND ARE TREATED EQUITABLY, FAIRLY AND WITH RESPECT.

ADCO's vision for diversity is to ensure we create and maintain a workplace that reflects the community and clients that we serve. ADCO is confident that diversity improves our business by attracting and retaining talent, creates an engaged workforce and continues to nurture a culture that celebrates and embraces diversity.

We strive to maintain an inclusive culture where everyone feels valued and respected regardless of their age, caring responsibilities, cultural background, disability, gender, indigenous background, sexual orientation, social identity or professional identity.

PRINCIPLES

ADCO's inclusion focus is on the following key areas:

GENDER BALANCE

We empower all team members to access and embrace opportunities to build fulfilling careers, irrespective of gender. We ensure we pay our people equally in like-for-like roles by monitoring salaries and industry benchmarking.

Our CEO, Neil Harding is a Workplace Gender Equality Agency (WGEA) Pay Equity Ambassador, and is an advocate for change in the construction industry.

WOMEN OF ADCO

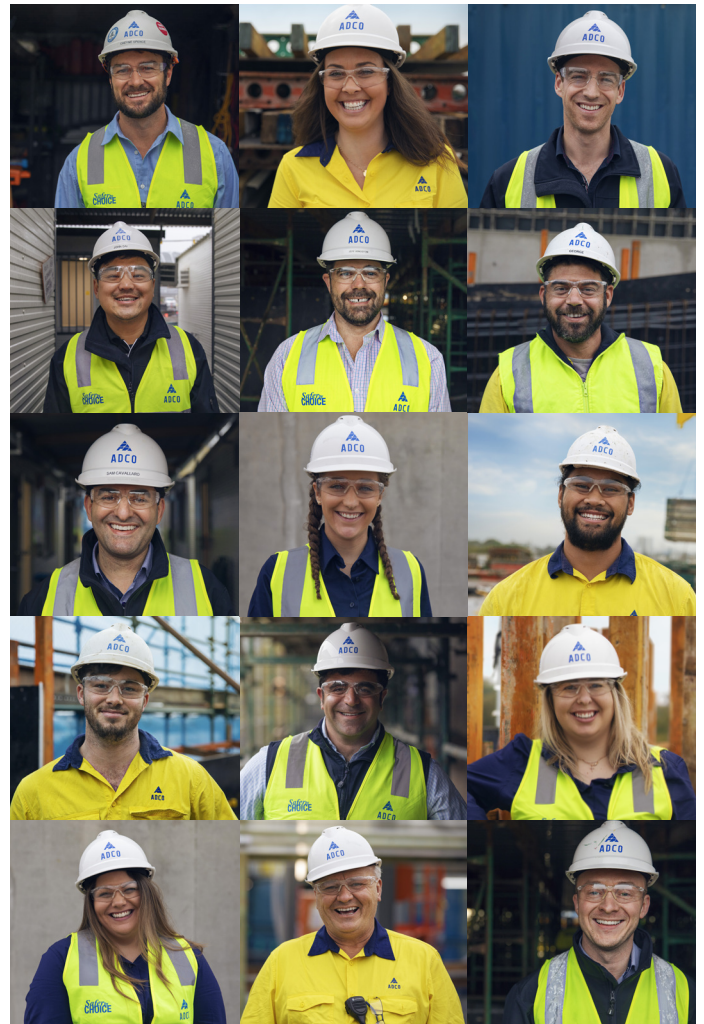
Women of ADCO provides national dialogue, leadership and support through a collaborative approach which facilitates social and parental support, mentoring programmes, professional development and career growth within the construction industry. This is demonstrated by ensuring we are dedicated to a one team culture.

DIVERSITY COUNCIL OF AUSTRALIA (DCA) MEMBERSHIP

As a member of the Diversity Council of Australia all our people have access to research events, comprehensive resources and unrivalled expertise across the diversity and inclusion spectrum to help us create a supportive workplace for all team members.

RECOGNITION AND RECONCILIATION

ADCO is working towards improving opportunities and strengthening relationships with Indigenous and Torres Strait Islander people through practical actions that will drive our contribution both internally and in the communities in which we operate.



We hope to better shape the positive impact we have on people directly and indirectly associated with the construction industry. Through ADCO's Reflect Reconciliation Action Plan (RAP), we aim to create a framework that provides our organisation and its partners with a structured approach to reconciliation. We endeavour to embark on a journey that has practical and tangible outcomes that help drive reconciliation throughout ADCO and the communities where we live and work.

WELLBEING AND WORK-LIFE BALANCE

ADCO listens to our people and supports their wellbeing and work-life balance. We encourage and promote opportunities to work smarter to enhance performance and wellbeing. We offer a wide-range of initiatives to support our staff, such as flexible working arrangements to accommodate family needs, company-subsidised health and fitness programmes and staff recreation days.

PROMOTING DIVERSITY

ADCO will promote and facilitate greater diversity by:

- Actively introducing and supplementing the measures outlined in this policy.
- Supporting programmes and policies to address roadblocks to achieving diversity in the workplace.
- Actively reviewing measures outlined in this policy and ensure they are utilised by people of different genders, ethnicities and cultural backgrounds, disabilities, ages and educational experience.
- Continuing to invest in programmes, monitor their effectiveness and support and develop talented team members from a diverse range of backgrounds.



“IT IS WIDELY UNDERSTOOD AND ACCEPTED THAT INCREASED DIVERSITY CREATES AN ENGAGED AND EQUAL WORKFORCE. WE ARE THEREFORE COMMITTED TO DEVELOPING AND IMPROVING OUR APPROACH TO INCREASING DIVERSITY AND INCLUSION BECAUSE IT ALLOWS US TO BETTER ATTRACT AND RETAIN THE BEST TALENT IN THE INDUSTRY.”

Judy Brinsmead
Chairman



“ADCO’S LEADERSHIP HAS BEEN DELIBERATE WITH IMPLEMENTING INITIATIVES TO PROMOTE DIVERSITY AND INCLUSION IN THE BUSINESS. IT IS EXCITING TO SEE THESE INITIATIVES ALREADY BEING EMBRACED AND STARTING TO PRODUCE RESULTS.”

Neil Harding
Chief Executive Officer