

# DIVERSITY AND INCLUSION POLICY



## Our commitment

ADCO is committed to providing an inclusive and diverse workplace where our people and others feel supported and are treated equitably, fairly and with respect.

Our vision for diversity is to create and maintain a workplace that reflects the community and clients that we serve.

We are confident that diversity improves our business by attracting and retaining talent, creating an engaged workforce and continuing to nurture a culture that celebrates and embraces diversity.

We strive to maintain an inclusive culture where everyone feels valued and respected regardless of age, background, caring responsibilities, disability, gender, sexual orientation, social identity or professional status. That is a culturally safe workplace where all feel comfortable, supported and respected.

## Principles

ADCO's inclusion focus addresses the following key themes:

### Gender balance

ADCO empowers all team members to access and embrace opportunities to build fulfilling careers, irrespective of gender.

We are committed to providing equal employment opportunities for individuals of all genders. In support of this, our recruitment, selection, promotions and career development processes are based on qualifications, skills and merit, and ensuring fairness and impartiality.

We strive to achieve and maintain gender diversity across all levels of the ADCO business, including leadership positions and the board.

We pay our people equally in like-for-like roles by monitoring salaries and industry benchmarking. In 2020 our Managing Director, Neil Harding embraced the Workplace Gender Equality Agency Pay Equity Pledge to achieve pay equity and close the gender pay gap.

ADCO conducts an annual employee engagement survey to consult with our people on issues including those concerning gender equality in the workplace, amongst other topics.

### Women of ADCO

Women of ADCO provides national dialogue, leadership and support through a collaborative approach which facilitates social and parental support, mentoring programs, professional development and career growth within the construction industry.

This is demonstrated by ensuring we are dedicated to a one team culture.

## Recognition and reconciliation

ADCO is committed to improving opportunities and strengthening its relationships with Aboriginal and Torres Strait Islander people through practical actions that drive our contribution both internally and in the communities in which we operate.

Our goal is to have a positive impact on people who are directly and indirectly connected to the construction industry.

Through the ADCO Innovate Reconciliation Action Plan (RAP), we aim to maintain a framework that provides our organisation and our partners with a structured approach to reconciliation.

Our journey continues to provide practical and tangible outcomes that help drive reconciliation throughout ADCO and the communities in which we live and work.

## Well-being and work-life balance

ADCO listens to its people and supports their well-being and work-life balance. ADCO Balance is our health and well-being program that reflects our commitment to the well-being of our people, supporting their mental, physical, social and financial health. We encourage and promote opportunities to work smarter to enhance performance and well-being.

We offer a wide range of initiatives to support our people. These include flexible working arrangements, parental leave, a return-to-work strategy, and a digital industry leading Employee Assistance Program (EAP). The EAP provides immediate, 24/7 professional care for safety, medical and mental health for our people and their families.

## 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.

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## Promoting diversity

ADCO promotes and facilitates greater diversity by:

- actively introducing and supplementing the measures outlined in this Policy;
- supporting programs and policies to harness opportunities to achieve greater diversity in the workplace;
- actively reviewing the measures outlined in this Policy to ensure they are utilised by people of different genders, ethnicities and cultural backgrounds, disabilities, ages and educational experience; and
- continuing to invest in programs, monitor their effectiveness and support and develop talented team members from a diverse range of backgrounds.

## Our contact

If you have any queries about this policy, please contact the relevant State Manager.

A blue ink signature of Neil Harding.

**Neil Harding**  
Managing Director