

PEOPLE

# Diversity & Inclusion at Multiplex



Multiplex is committed to having a workforce that reflects the diversity of the global communities in which it operates and a culture of respect and inclusion at all times. We want a safe, respectful and inclusive workplace where all employees can feel a sense of belonging that enables them to be themselves and do their best work.



Diversity is the mix of people in our organisation – it is all of the differences between people in how they classify their social identity and their professional identity.

Inclusion is getting this mix to work, to create an environment where a diversity of people are respected, connected and contributing to our success.

Our Diversity & Inclusion strategy is designed to help us harness diversity of thought to maximise business performance, be recognised as a diverse and inclusive global employer, and send ripples of positive change into our industry and broader society.

Diversity and Inclusion is everyone’s work. We educate and support our people to drive change so that we have a leader and employee led culture around Diversity & Inclusion.

As part of our Diversity & Inclusion strategy we want to drive a safe, respectful and inclusive culture for all. We want our people to know and feel they belong. We model inclusion in the way we work and through all our programs and people frameworks.

We embed diversity in all that we do – developing and strengthening our people initiatives with a diversity and inclusion lens at every stage of the employee lifecycle. We don’t just celebrate days of significance, we take a well-researched approach to implementing sustainable change for our employees and society.

OUR INITIATIVES INCLUDE



Flexibility – our industry leading approach to enabling better work life balance



Active involvement in working parties to effect industry change



Establishment and support of new and existing employee driven networks.



Active members of National Association of Women in Construction (NAWIC)



Mandatory education for all our people on Appropriate Workplace Behaviour, and learning programs such as Leading Culture.



Over 180 accredited Mental Health First Aiders



Active members of Diversity Council Australia



Industry-leading, gender neutral parental leave and support offering



Founding partner of the Literacy for Life Foundation, working to bring adult literacy to indigenous communities



Wellbeing strategy including focus on both physical and mental health

OUR STRATEGIC FOCUS AREAS:

BASE



MINDSET



NETWORKS



FAMILY



GENDER EQUALITY

