

The Why: Our Driver

D&I enables our business and people to outperform by attracting diverse talent, driving innovation, and improving decision-making. It also creates a culture where everyone feels safe, respected, included and empowered — because when people thrive, so does productivity.

The What: Supporting the many dimensions of diversity including:

Gender | Sexual Orientation | Cultural & Ethnic Background | Parents, Carers & Family | All Abilities

The How: Our Five Key Focus Areas



Strategic Focus Area



Foundations
Build strong foundations from which we can monitor and measure progress and ensure we address the right challenges.



Inclusion Mindset
Instill an inclusion mindset at all levels, helping people recognise that D&I benefits and involves us all.



Employee Networks
Guide and support employee networks that amplify diverse voices and foster a strong sense of belonging for people in underrepresented groups.



Flexible Flexibility
Empower our people to engage in flexibility options that help them outperform sustainably, balancing individual with team and project needs.



Wellbeing & Mental Health
Provide a range of benefits and programs that support both the physical and psychological wellbeing of our people.