

PEOPLE

Gender Equality 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 foster a safe, respectful and inclusive workplace where all employees feel a sense of belonging that enables them to be themselves and do their best work.



We are committed to strengthening our initiative to retain, empower and develop our women, while increasing our efforts to ensure people of all genders are included and have opportunities to thrive in their career. Having greater gender balance in our business contributes to the mindset and capability we need to be a truly inclusive organisation and send ripples of positive change throughout the industry.

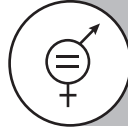
OUR STRATEGY

- We have a clear strategy in place to progress gender equality, supported by our Gender Equality Action Plan.
- To ensure our business is a place where people of all gender feel empowered, supported and can thrive. We work to ensure our business is a place where people of all genders feel empowered, supported and can thrive; as part of our Diversity and Inclusion strategy to ensure we are driving a safe, respectful and inclusive culture for all.
- We progress change at an industry level by participating in initiatives that promote the attraction and retention of women into the construction and engineering industry.

OUR INITIATIVES INCLUDE



Leading gender neutral parental leave and benefits



Annual gender pay equity reviews for every role



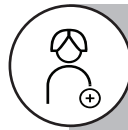
Flexibility - our industry-leading approach to enabling better work life balance



Active involvement in industry working parties to effect industry change



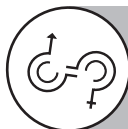
Programs to mentor and educate young women at school and university about careers in construction industry change



Active member of NAWIC and DCA (National Association of Women in Construction and Diversity Council Australia)



Mandatory education for all our people on Appropriate Workplace Behaviour



Ongoing education of the impact of biases, including gender bias

