

# Diversity and Inclusion Policy

Governing Canvale Pty Ltd, including the entirety of its associated trading brands (“The Canvale Group”).

## INTRODUCTORY STATEMENT

The Canvale Group values diversity and believes an inclusive and collaborative culture contributes to the success of the organisation as a whole. We therefore encourage a reflection of contemporary, multicultural Australia within our workforce and promote this inclusiveness as a source of strength and innovation through which our organisation has the capacity to progress.

## ABORIGINAL AND TORRES STRAIT ISLANDER CONTRIBUTION

The Canvale Group further acknowledges the key role of Aboriginal and Torres Strait Islander people within the national, regional and local communities and is committed to inviting Aboriginal and Torres Strait Islander people to contribute to Group objectives via recruitment, retention and targeted professional development opportunities in line with organisational and project-based objectives.

## SHAREHOLDER ACKNOWLEDGEMENT

Canvale Pty Ltd acknowledges and advocates the Aboriginal heritage of its Shareholder, a company founder who seeks to be an inspiration to others.

## COMPLIANCE

Compliance to this policy is a requirement under The Canvale Group Code of Conduct and in line with the Canvale Equal Employment Opportunity Discrimination and Affirmative Action Policy Statement.

## BUILDING AN INCLUSIVE CULTURE

The intention of this policy is to support The Canvale Group in building an inclusive internal culture which in turn fosters a collaborative and innovative work environment. This goal will be achieved by:

- Nurturing relationships with Indigenous candidates, especially in remote and regional project areas to support economic development
- Active awareness of Indigenous staff appointments percentages with the aim to increase this percentage over time
- Targeted professional development of Indigenous staff upon recruitment
- Regular review of the Group Employment, Attraction and Retention Strategy in order to maximise responsiveness among Aboriginal and Torres Strait Islander candidates
- Promote the benefits of fostering an inclusive and culturally diverse working environment amongst staff

## **POLICY**

This policy will guide actions undertaken by the Canvale Group in the areas of attraction, employment and retention amongst Indigenous candidates, along with professional development of incumbent Indigenous staff through the following action points:

1. Developing work environments which are physically and emotionally respectful of a culturally diverse workforce , empowering Indigenous staff members and acknowledging their unique role and contribution;
2. Continuously improving recruitment practices in order to demonstrate The Canvale Group's commitment to increasing Indigenous staffing percentages across all levels of the organisation;
3. Continuously improving employment, attraction and retention initiatives which are aimed at supporting the personal and professional development of Indigenous staff at all levels throughout The Canvale Group;
4. Acknowledging the need to embed Indigenous perspectives and knowledges into the core business practises of The Canvale Group by developing strategies that support the career trajectory of Indigenous people both within, and external to, The Canvale Group;
5. Developing an Indigenous Employment, Attraction and Retention Strategy which is responsive to and reflective of the Canvale Pty Ltd Strategic plan;
6. Developing related Group policies, procedures and initiatives in line with this Diversity and Inclusion policy;
7. Actively respecting the cultural, social and religious practices of Indigenous Australians; and
8. Actively recognising Indigenous knowledge as a significant contributor to other bodies of knowledge and incorporating this knowledge into current business practises.