

Overview

G and T Construction believes that a diverse workforce is a key competitive advantage. This policy sets out G&T's position on diversity and equal opportunity.

Scope

This policy applies to all employees and contractors engaged by G and T Construction.

Principles

G&T are committed to:

- Attracting and selecting a diverse range of people based on merit and through fair and equitable processes, without regard to personal attributes.
- Welcoming a diverse range of people and providing a workplace that is both welcoming and inclusionary.
- Providing a workplace that is free from inappropriate conduct such as, discrimination, bullying, harassment, vilification, victimisation, and violence.
- Educating and training our employees on the value of diversity and their roles and responsibilities in relation to diversity and equal opportunity.
- Providing tools/process for employees to raise grievances and for G and T to annually review these tools/processes.
- Fostering diversity through reviewing the demographic profile of the workforce and ensuring talent solutions are initiated to build a diverse workforce. Providing flexible work options to:
 - assist our employees balance their work and personal lives; and
 - enable us to retain a diverse workforce.
- Providing training and leadership programmes that promote respect and fairness in how we work with and value others.
- Complying with local legislation such as, but not limited to, anti-discrimination.



Lex Thomson

Company Director
G and T Construction