

Gender Diversity 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 an inclusive and flexible workplace where all employees are valued, encouraged to express their ideas and opinions and able to reach their full potential.

As a business we are committed to the pursuit of outperformance for people and places. Tackling gender equality at Multiplex and in our industry is an important part of this.

Women are underrepresented in our industry. It is essential to attract and retain more women because without diversity in our workforce we risk a lack of diversity in our thinking. It is also our social responsibility - gender disparity perpetuates existing stereotypes about the role of women both at work and in society in general, and exacerbates gender pay inequity.

OUR COMMITMENT

- Build and improve on gender diversity initiatives within our business;
- Continue to evolve our approach to diversity and inclusion management; and
- Measure our progress and report on areas of success and areas that need improvement.

OUR STRATEGY

- We have a clear strategy in place to progress gender equality, supported by our policies.
- We build inclusion into all our people practices.
- We take action to support women's careers at Multiplex all the way through our employee lifecycle.
- All of our work is based on internal and external research which helps us to target our attention and efforts in the right areas and make sustainable change.
- We work 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:



Industry-leading 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 female school and university students about careers in construction



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



Manager education on gender bias