



SOUTHERN
PROGRAM ALLIANCE

Cultural Diversity Policy

We are committed to building, valuing and promoting diversity and inclusiveness to support the successful delivery of the project to the Level Crossing Removal Authority and the community. We endeavour to provide team members with the ability to be the best that they can be and recognise and respect that we all have different backgrounds, beliefs and experiences.

Our cultural diversity practices:

- **Inclusion:** promote an inclusive culture and provide a workplace which is free from discrimination, harassment, bullying and abuse and raising employees' awareness of their rights and responsibilities.
- **Equal Opportunity:** ensure all team members are provided an equal opportunity for personal and professional development, training and promotion based on merit.
- **Respect:** treat the client, all team members, suppliers, subcontractors and members of the community with courtesy, dignity and respect where their respective rights and obligations are understood, accepted and honoured by all parties.
- **Recruitment:** consider all applications for employment from a cross section of the market and make a selection based on the candidates' skills, qualifications, experience and willingness to embrace our purpose and behaviours for success.
- **Employment:** attract and retain a workforce that reflects the diversity of the client and the broader communities in which we operate and provide terms and conditions of employment that are non-discriminatory.
- **Diversity:** foster and leverage diversity of thought, experience and skills.
- **Un-bias:** adopt a complaints procedure that applies principles of fairness and natural justice.
- **Responsive:** treat complaints of discrimination, harassment and bullying seriously, impartially and confidentially.
- **Supportive:** encouraging the reporting of conduct that breaches this Policy and any applicable law.
- **Consultation:** communicate this policy and related plans and procedures to our team members and stakeholders as appropriate to ensure they are aware of their responsibilities for cultural diversity.

In providing equal employment opportunity, we are flexible in accommodating the changing needs of our team members and advancing industry practice.

Steve Litterick, Alliance Manager

Level Crossing Removal Project – Southern Program Alliance