



Diversity, Inclusion and Equality Strategy



STRONG FOUNDATIONS
SUSTAINABLE FUTURE

At RJV we are striving to create an inclusive workplace where everyone feels valued irrespective of their differences; a place where every employee can be themselves so they can reach their potential and help us achieve our business goals.

We want our business to be innovative and productive so we can deliver the outcomes for our customers, and a diverse workforce helps us achieve this.

Strategy

This strategy sets out how we intend to deliver on our sustainability strategy goal to ***increase workforce diversity, inclusion and equality.***

It provides a shared direction and commitment for the organisation so we can work together to respect and value our diverse workforce and build a more inclusive workplace.

The strategy outlines our targets and key actions, and works in harmony with our ***Aboriginal engagement and recruitment strategy***, and our ***local sub-contractor engagement and employee recruitment strategy.***



Target groups

Our target diversity groups have been identified as communities whose experiences require our focus through consultations:

- Culturally and linguistically diverse people
- Gender and sexually diverse groups
- People with a disability
- Women
- Older workers

For the purposes of this strategy, older workers are those aged 50 years or older

Targets and actions relating to Aboriginal and Torres Strait Islander employees are contained in our **Aboriginal engagement and recruitment strategy**.



ACTION PLAN

This plan determines how we intend to meet the objective set out in our 2023 sustainability strategy with regards to diversity, inclusion and equality, in line with the UN Sustainable Development Goal 5.

 Objective	 Targets	Key actions
Increase workforce diversity, inclusion and equality.	<ul style="list-style-type: none">100% of all managers and HR personnel to have completed diversity and inclusion training by 2024.At least 15% of our workforce to be female with at least 15% of this group engaged in formal training.	<ul style="list-style-type: none">Develop and roll-out a diversity and inclusion training suite in consultation with a third-party consultant.Advertise roles in a broad range of platforms.Ensure a diverse range of candidates are represented at shortlist stage.Develop and promote career pathways and associated training systems and support to provide ongoing development of existing employees in the target groups.

Targets

- ⦿ An improvement year-on-year in employee perception that the recruitment and onboarding and company culture processes are welcoming, inclusive, accessible and culturally safe.

- ⦿ 100% assurance of gender pay equality by 2024.

Key actions

- Develop and roll-out to all employees a diversity and inclusion training suite in consultation with a third-party consultant.
 - Establish standard diversity and inclusion on-boarding processes for new starters, and ensure recruitment and on-boarding materials communicate our practices regarding diversity and inclusion.
 - Establish the highest priority employee advocacy groups.
 - Conduct regular consultation with employees on matters relevant to or impacting target diversity groups.
 - Review our HR policies and practices every two years.
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- Identify and reduce gender pay gaps



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