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# Gender Diversity Action Plan

## AUSTRALIA HUB

Diversity of thought results in higher levels of innovation. This action plan specifically calls out our efforts around creating gender diversity, but does not take away from the importance of us continuing to develop teams that are diverse in many ways.



# 1.

## GROUP COMMITMENT



Our Group Commitment to Diversity & Inclusion sets an ambitious strategy guiding us in creating a workplace where we all belong, and where we are committed to having others feel the same.

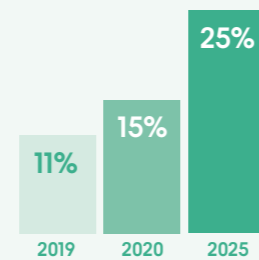
We acknowledge that this will not happen by chance, but by deliberate, courageous action.

Our Group Commitment is to create an environment where:

- we will “**call it out**”, holding leaders accountable for driving change,
- we will “**intervene**” to remove bias from our behaviours and decision making processes; we will set ambitious targets to move more women into project leadership positions,
- we will drive “**connection**” in our workplaces, trialling new ways of working, creating more flexibility and supporting innovation. We will work with clients to drive change across industry.

# 2.

## TARGETS



Our target is 15% of senior roles on projects to be filled by women by the end of FY20 and 25% by 2025.

Our target is to have 50% of our positions in our Graduate Development Program filled by women. We will have reached this by early 2020 and aim to maintain this in future years.



# 3.

## OUR HUB ACTIONS FOR FY20

- Launch our Flexibility Toolkit and implement flexible work practices training for all people managers
- Implement a recruitment strategy targeting women
- Deliver Inclusive leadership training to senior leaders
- Progress careers for women. Proactively consider women for promotions and inclusion in talent programs
- Close the like-for-like gender pay gap, by ensuring equality of pay outcomes for people on parental leave and dedicating funds in the annual salary review to address pay gaps. Continue to lessen the organisational wide pay gap by 5% per year by increasing the number of women in senior roles
- Deliver TAP3 using 50% gender balanced team and flexible working
- Achieve WGEA employer of choice citation

# 4.

## OUR ONGOING COMMITMENTS

- Identify and remove bias from core people processes such as recruitment, promotions, performance review, restructuring decisions
- Ensure completion of sexual harassment and bullying training; build confidence in our people to “call it out”
- Support networks for women such as Connecting Women and NAWIC
- Deliver our Inspiring STEM+ Programme, launching in three new locations in 2020

# 5.

## MEASURING AND EVALUATING OUR SUCCESS

- Report progress to the Executive Diversity & Inclusion Council
- Report to the Board outlining key metrics
  - Progress against targets
  - Progress against this action plan
  - Promotion by gender
  - Recruitment and attrition by gender
  - Utilisation of flexible working arrangements
  - Utilisation of and return from parental leave
- Consult with and report back to our people through the Knowing Our People Engagement Survey



# 6.

## INFLUENCING THE INDUSTRY

- To be the recognised leader of innovation and excellence, we will influence our industry by:
- Championing our women and their success
  - Communicating our progress externally
  - Connecting with clients and partners to explore the opportunities to work flexibly on our projects
  - Participating in industry forums and conferences sharing our lessons

# 7.

## GET INVOLVED

We actively encourage our people to contribute across all of our Diversity and Inclusion portfolio.

- Reach out to a member of the Executive Diversity & Inclusion council (see overleaf)
- Contribute on LOR's social channels
- Speak to a member of the Human Capital team
- Participate in support groups and events