



## DIVERSITY AND INCLUSION IN THE AUSTRALIAN CONSTRUCTION MATERIALS INDUSTRY

### Working towards a diverse workforce

The Australian construction materials industry supports Australia's building and construction industry through the production of concrete and its constituent parts: sand, aggregate and cement. The industry recognises the social and economic benefits of increasing the level of diversity and inclusiveness in our sector. This statement describes the shared values of the industry, and its high level goals, whilst recognising the full range of Member company approaches to the issue.

#### Our Values

CCAA members believe that:

- A workplace which embraces diversity and inclusiveness produces better business outcomes and job satisfaction through the contributions of people with diverse backgrounds.
- A diverse and inclusive workplace is essential to the future of the industry.
- Diversity and inclusiveness acknowledges all types of difference including gender, age, national origin, race, religion, physical ability, marital status, parental/carer status, pregnancy, sexual preference, and political belief.
- All employees should be fairly and equitably treated irrespective of their individual backgrounds.
- Whilst the industry has made progress in creating a diverse and inclusive workplace, it recognises that there is more to be done.

#### Our Goals

The industry commits to do the following:

1. Improving the level of understanding of the diversity of the industry's workforce through data collection and developing measurable objectives, with an initial focus on gender.
2. Promote a culture of diversity and inclusion through a range of measures.
3. Work in partnership with other organisations and stakeholders to achieve agreed outcomes.
4. Develop the industry's capability in diversity and inclusiveness.
5. Regularly review diversity and inclusiveness performance in the industry.

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