

Integrated Management System

Diversity Policy

Hix Group promotes cultural diversity and inclusion within our team, and to the business community, to ensure our workplace is representative of the positive changes in our communities and workplace environments.

We are committed to ensuring we maintain a workforce that values equality of race, age, religious beliefs, disability, sexual orientation, gender identification & culture and demonstrates equality and respect for all employees, subcontractors, suppliers, clients and the community. This is fundamental to the way we operate as a business with fairness and equal opportunity and without discrimination, victimisation, harassment, vilification or bullying to ensure we achieve the best possible relationships both within and outside of the business.

In creating an inclusive Workplace, we ensure that we lead by example from the management team, develop and undertake training and development to inform and encourage our teams and respectfully acknowledge the varied contributions we all make to our business, clients and the community.

We have adopted an equal opportunity, inclusive and merit-based selection process to attract, retain and engage employees and then provide them with duties and responsibilities that maximise and utilise their skills and contributions to ensure the selection of the best person for the job.

Indigenous Participation

As a part of our Diversity Policy, we encourage Indigenous Participation in our workforce via employment & apprenticeships and aim to achieve an appreciation of Indigenous culture throughout our organisation via training and team engagement.

We also aim to work in partnership with sub-contractors and suppliers who identify as Indigenous and First Nation members to enable goods and services goals established by Government and associated bodies and to increase engagement within these communities.

This policy is directly linked to the following Policies:

Equal Opportunity & Anti-discrimination Policy, Recruitment Policy, Workplace Bullying Policy & Staff Training Policy all of which work together to ensure Hix Group’s overarching focus on a culture of **TEAMWORK PRIDE AND RESPONSIBILITY**



Authorised Signatory:

Lea Hicks, Group General Manager

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