

## Workplace Gender Equality Policy Statement

Robson Civil Projects (Robson) is committed to workplace gender equality and supports the spirit and intention of the Commonwealth Workplace Gender Equality Act (2012) through the provision of a working environment that supports equal employment opportunity.

Strategies implemented by Robson to promote workplace gender equality include opportunities for individual development designed to achieve better employment outcomes for all staff and promoting initiatives designed to remove potential barriers to women entering and advancing within the company.

Our initiatives include:

- Reviewing annual workplace profile highlighting the composition of the workforce
- Reviewing issues and potential barriers to equal employment opportunity
- Actions taken to address identified issues
- Monitoring and measuring the effectiveness of actions taken and
- Reporting on compliance to the Workplace Gender Equality Agency.

In analysing and identifying gender equality issues, Robson has integrated the seven major employment matters into our management system processes, these include:

- Recruitment and selection
- Promotion, transfer, and termination of employment
- Training and development
- Work organisation
- Conditions of service
- Arrangements for dealing with sex-based harassment; and
- Arrangements for dealing with pregnancy, potentially pregnant employees and employees who are breastfeeding.



**GRANT ROBSON**  
Managing Director  
June 2024