



GENDER EQUALITY POLICY

THE AIM OF THE POLICY

The aim of the Gender Equality Policy is to outline the equity and diversity principles and practices applied across the employment lifecycle to support and improve gender equality outcomes in the workplace. This policy provides the overall framework for responsibility and accountability amongst all ATG Directors and Managers.

THE POLICY

The intention of the policy is to outline ATG's gender equality plan, priorities, and practices. ATG strives to provide an inclusive, safe, and supportive working environment for people of all genders. To achieve these objectives, ATG implements a range of measures to prevent gender-based discrimination and adopts flexible and inclusive provisions for all employees, sub-contractors, and clients.

ATG is committed to improving and promoting gender equality and diversity in the workplace through strengthening recruitment and retention practices to drive a high-quality workforce and through promoting gender inclusive and participatory decision-making.

This policy applies to all directors, managers, and employees of ATG.

This policy should be read in conjunction with relevant policies and documents, including:

- Bullying and Harassment Policy
- Corporate Social Responsibility Policy
- Industrial Relations Policy
- Recruitment and Selection Policy
- Human Rights Policy
- Indigenous Procurement Policy

PROCEDURES AND IMPLEMENTATION

ATG All ATG employees are individually required, with the support of directors and managers, to contribute to implementing this policy and procedures at their area or level and as required to their specific role.

ATG acknowledges that:

- A person's rights, responsibilities and opportunities does not depend on their gender.
- Gender equality does not mean all individuals will require the same provision.

RECRUITMENT

- ATG undertakes recruitment in line with the Recruitment and Selection Policy
- To support the recruitment process, ATG will:
 - I. Ensure position descriptions, selection criteria and advertisements are expressed in gender neutral terms, unless a minority or disadvantaged group is to be targeted.
 - II. Ensure recruitment agencies ATG engages are aware of the requirements of this policy.
 - III. Provide training for ATG managers and employees who are actively involved in the recruitment process on EEO principles and identifying and managing unconscious bias.
 - IV. Regularly review ATG's recruitment process to eliminate any biases.

RECRUITMENT (CONTINUED)

- o Responsibilities of People & Culture team, managers and directors include:
 - I. Preparing interview questions which are objective, non-discriminatory, gender neutral, avoidant of unconscious bias and which require position holders to be aware of and promote gender equity when conducting business. Scheduling sufficient time for interviews and evaluations of candidates.
 - II. Conducting interviews in a fair, inclusive and objective manner.
 - III. Being aware not to formulate recommendations about applicants which reflect unconscious bias.
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REMUNERATION

- o In seeking gender pay equity, ATG will:
 - I. Provide guidance to managers on avoiding bias, including gender bias, in making recommendations on remuneration.

TRAINING & PROMOTIONAL OPPORTUNITY

- o ATG provides training and development opportunities in line with our dedicated employee training plans.
- o All employees will undertake training as agreed with their manager and specified in their Employee Training Plans and Annual Performance Review process and should be encouraged to undertake training in relation to dealing with bias and unconscious bias.

STAFF AWARENESS

To ensure our staff are aligned with our company values, ATG managers and staff will be made aware of this policy and their expectations.

ATG managers will adopt the understanding of this policy and train ATG staff accordingly. ATG managers will report to directors on outcomes.

ATG staff will be trained on how to make an assessment in line with 3 – Procedures and Implementation requirements.



Elliot McCarthy
National Director
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