

# Diversity & Inclusion Policy

Diversity is one of the four driving Principles that govern the way we conduct business. We understand that diversity of experience, backgrounds, orientations, and perspectives drive innovation to deliver better business outcomes for everyone. Companies that are gender and ethnically diverse outperform their peers.

Taylor recognise that diversity and inclusion is central to performance, productivity, and effective collaboration. Fostering an inclusive and safe work environment enables us to leverage the benefits of diversity for our people, our clients, and our partners.

## The Five Spheres

Diversity and inclusion at Taylor is championed across the following spheres of activity:

### 1. Measurement

Taylor is committed to setting diversity targets, measuring and tracking results, and holding ourselves accountable for our progress.

### 2. Industry Participation

Our advocacy for diversity and inclusion includes industry engagement with the Property Council of Australia (PCA), National Association of Women in Construction (NAWIC), and Women in Design and Construction (widac).

### 3. Gender Equality

We celebrate the leadership, achievements and potential of women. We have defined goals and initiatives that aim to increase the representation and engagement of women in construction.

### 4. Cultural Diversity

Team Taylor is rich in cultural and linguistic diversity and we are committed to creating and sustaining a culture of equality and belonging for people from diverse cultural backgrounds.

### 5. Belonging at Work

We believe that embracing the strength of our differences and cultivating a sense of belonging at work is the key to performance, achievement, and wellbeing for our people.

Our diversity and inclusion strategies are based on a fundamental truth — Diversity is Strength.

Diversity and inclusion in the workplace is key to performance, achievement, and wellbeing.

At Taylor, we understand that diversity encompasses very broad groups within the workplace. Diversity and inclusion strategies may consider differences as broad as;

- Age
- Carer obligations
- Cultural background
- Disability
- Educational level
- Ethnicity
- Gender
- Intersexstatus
- Language
- Professional skills
- Religious beliefs
- Sex
- Sexual orientation
- Socio-economic background
- Work experience, and
- Other factors that make us unique.

This policy will be reviewed in December 2022.

George Bardas  
Chief Executive Officer

