Different stories, common goals

Diversity & Inclusion Report Australia

November 2018

ghd.com/commongoals
Welcome

At GHD, we want our people to feel comfortable to share all aspects of themselves at work.

Our commitment toward diversity in the workplace is driven by a strong conviction that genuine inclusion will deliver greater productivity, creativity, and diversity from deeper pools of talent and through fairer processes for all.

Our people are as diverse as the communities we serve across five continents. Embracing diversity of thought, background and experience helps us develop imaginative and responsive solutions for our clients that create lasting community benefit.

GHD’s commitment to diversity and inclusion is embodied within our strategy and includes: championing gender equality, cultural diversity, LGBTI inclusion, adapting to the needs of generational workers, reconciliation with Aboriginal and Torres Strait Islander peoples as well as flexible working arrangements for our people. Our actions continue to position us as an industry leader.

With a workplace rich in diversity of thought, background and experience – we’ve got what it takes to deliver amazing outcomes for our clients. More and more it is how we do business today.

“To me, working flexibly at GHD means being able to arrive in the office at 9.30am because I love walking my five-year-old son to school while he still likes to hold my hand.”

Chris French
Operations Manager, Victoria
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“I’m passionate about diversity and inclusion and the workplace we’re creating – an environment where our people feel comfortable to share all aspects of themselves at work.”

Phil Duthie
General Manager, Australia
Message from GHD's General Manager, Australia

Diversity and inclusion is something that I’m passionate about. I am excited about the workplace that we are creating – an environment where our people feel comfortable to share all aspects of themselves at work. More broadly, our approach recognises that our people have a life outside of work – a life which can exist in harmony with their life at work.

Since the launch of our diversity and inclusion step-up plan in 2014, I’ve seen further acceptance of flexible working as a legitimate way to deliver outcomes for GHD and our clients; the implementation of GHD’s first Reconciliation Action Plan (RAP) and development of our secondary Innovate RAP; our people celebrate the inaugural GHD Inclusion Day with LGBTI inclusion as this year’s focus; women in senior leadership positions reach 15.7%, a step toward our 2020 target of 25%; and an overall shift in perceptions and actions surrounding how we interact in the workplace.

It is relatively easy to introduce a diversity and inclusion strategy along with associated policies. What’s much harder is shifting the culture so that real change actually happens. Whilst we still have a way to go, we’re confident that we’ve provided a strong platform to achieve a truly diverse and inclusive workplace.

Our people have different stories, but we’re working towards a common goal of creating a culturally safe and diverse workplace.

Difference really does make all the difference.

- Phil Duthie

Endorsed by Phil Duthie – General Manager, Australia

Endorsed by Ashley Wright – CEO
GHD is one of the world’s leading professional services companies operating in the global markets of water, energy and resources, environment, property and buildings, and transportation. Everything we do is linked to our core purpose – together with our clients, we create lasting community benefit.

We promote equal opportunity through our diversity and inclusion strategy which includes: enhancing gender equality, cultural diversity, LGBTI inclusion, generational workers, reconciliation with Aboriginal and Torres Strait Islander peoples, and flexible working arrangements for our people.

In 2014 we launched a diversity and inclusion step-up plan. For us, it was clear that a diverse workforce would deliver better outcomes for our business and clients, and enrich our workplace. Integrated into our Strategy to 2020, the program is lighting the way for change with an innovative combination of policy, leadership by example, communication, training and measures.

In 2018 we launched our GHD Inclusion Day initiative where each year we will recognise a different aspect of our diversity and inclusion strategy. In 2018 GHD Inclusion Day focused on LGBTI inclusion, in 2019 it will focus on generational inclusion.

We have a Diversity & Inclusion Group in Australia, chaired by General Manager, Australia Phil Duthie, to assist in integrating diversity and inclusion across our business. Endorsed by their managers, members of the group reflect a diverse mix of gender, age, cultural and professional background, and bring unique personal experiences.

Phil Duthie explains, “To achieve a more diverse workforce, we needed to do the foundational work to create the right environment for change. This includes hard elements such as policies, procedures and frameworks to enable diversity initiatives, and soft elements to communicate objectives and build understanding within the organisation.”

We’re incredibly proud of the progress we’ve made to date, which includes:

- **Increasing female representation in leadership positions:** Women comprise 36% and 44% of our Australian Leadership Team and Board respectively. As at 30 September 2018 women in senior leadership positions is 15.7%, while this is up from 10.8% in February 2016 we recognise, and continue to address, the challenge to reach our 2020 target of 25%.

- **Cultural acceptance of flexible working:** We’re proud to see a shift in the acceptance of men and women working flexibly as a way to balance work and life commitments. We are seeing more people who work part-time and flexibly apply for leadership roles.

- **Commitment to Indigenous Australians:** Our continuing relationship with Aboriginal and Torres Strait Islander peoples reached a new milestone in 2017 with the launch of GHD’s Reflect Reconciliation Action Plan (RAP), in November 2018 we will launch our Innovate RAP.
32% of our people identify as female, 68% as male

People taking primary carer parental leave

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<thead>
<tr>
<th>Year</th>
<th>Males</th>
<th>Females</th>
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<tr>
<td>15/16</td>
<td>5%</td>
<td>95%</td>
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<td>16/17</td>
<td>15%</td>
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<td>17/18</td>
<td>21%</td>
<td>79%</td>
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We employ more than 3700 people in Australia from 81 countries

Since 2010, we’ve hosted 79 Indigenous interns

Age composition of our workforce

- <25: 11%
- 26-30: 15%
- 31-40: 32%
- 41-50: 23%
- 51-60: 14%
- 60+: 5%

This page includes Australia region data as at 30 September 2018
Gender diversity

Our ambitious pursuit of diversity and inclusion in a traditionally male majority industry sector has continued since 2014 when measures were set to achieve 40% female representation by 2020, including at least 30% for professional/technical employees.

We committed to further targets including:
• 25% female representation in senior leadership positions (currently 15.7%)
• 40% in our emerging leaders group (currently 33.3%)
• 50% female representation in new graduate hires (42.4% in FY18)
• 40% in new starters (currently 38.9%)

Retention and recognition through our ownership model
Employee ownership is at the core of the GHD culture. Our commitment to creating a fully diverse and inclusive workplace took a step forward with the 2017/18 transformation of our ownership model, leading to the introduction of our Principal and Associate Model. This model builds on our 100% employee-owned business model and recognises those in our business who live our Principal Charter and are material owners of GHD. These designations are held in addition to a person’s position – and signal a level of ownership and seniority in GHD. The model is for all employees and is designed to meet our targets for sustainability in gender diversity.

Career Relaunch Program
Internal reviews indicated that more focus was needed to recruit and develop mid-career women. One way we addressed this was by developing a Career Relaunch Program to encourage and welcome professionals back into the workforce after an extended career break – most commonly due to parental responsibilities. The program – which we believe is a first for our industry – was trialled in 2017 across Victoria, NSW and Western Australia. Based on the trial’s success, the program is now offered across our entire Australian region. Our 2018 Australia-wide program received overwhelming interest, with more than 730 applications (double that from the trial), 23 participants and more than 4200 unique website visits.

A focus on unconscious bias
We’ve trained more than 1000 of our people in unconscious bias and are progressively training our line managers in diversity and managing a flexible workforce.

Gender balanced shortlists
A requirement for our recruitment shortlists to have at least one candidate who identifies as female has prompted more conscious thought to leveraging a wider talent pool and resulted in females being appointed to roles which may have traditionally been offered to males.

STEM
In 2017, our Victorian office hosted six girls from a local high school for a Science, Technology, Engineering and Mathematics (STEM) experience. The participants worked on a mock project for our client Lendlease preparing content on site history, GIS, project briefing, stakeholder engagement, discipline overviews, BIM/Virtual Reality, project coordination, communication styles, quality and HSE. We provided the participants with a filmed recording of their experience prompting overwhelmingly positive feedback – click here to view the video (Password: 180Lonsdale). The program will be rolled out nationally in 2018 as we team up with schools, companies, and industry groups to encourage more girls to study STEM.

Parental leave and return to work
Our Parental Leave Policy supports our people before, during and after periods of parental leave by providing time off work to care for their child, and by encouraging them to return to work at GHD. In addition to entitlements for the primary caregiver, our policy includes entitlements for the non-birth giving partner/same sex partner. We’ve seen, and encourage, an increase in males taking leave as a primary caregiver while their partner returns to work. We understand that working parents need flexible and responsive support to make their transition back to work easier, our people are encouraged to have an open dialogue about flexible working with their manager.

Pay equity
We believe that pay equity involves more than just a person’s salary and have employed initiatives to close the pay gap. In Australia we have introduced:
• An annual pay equity check that has been included in our yearly remuneration review with a particular focus on women working part-time and returning from parental leave.
• Changes to our policies for income protection insurance – extending cover for the period that our people are on paid and unpaid parental leave.
• An extension of superannuation payments in addition to parental leave.
• Encouraging women to express interest in becoming GHD shareholders.

Talent identification
To strengthen female leadership, we identify and develop women in our business who have the potential to become future leaders. All succession discussions between our CEO and General Manager, Australia include gender reviews as a standard agenda item. This approach to talent identification and what is becoming an instinctive manner to identify leadership capabilities is indicative of the results that our diversity and inclusion program is delivering.
“At school I was told to reconsider engineering, and instead to study arts and find a husband. I compromised by enrolling in arts…and engineering!

Over the years I’ve been told many things – that contractors won’t take direction from a woman and that site is no place for a woman, and I’ve often been the only woman in meetings, workshops and project teams. But being ‘different’ in an industry that is progressively embracing diversity has its benefits. People often remember who I am because I stand out.

In the past, to be successful in a male majority industry many women had to be ‘one of the boys’ or ‘beat the boys’ – now at companies like GHD, we can simply be ourselves.”

Monica George
Manager – Urban Development
Civil Engineer
GHD has been delivering services to regional and remote Indigenous communities in Australia for more than 90 years.

**Our reconciliation journey**

We proudly presented our first Reconciliation Action Plan (RAP) in early 2017 as a public commitment to reconciliation with Australia’s First Peoples. This Reflect RAP provided a strong platform for our people to learn more about Indigenous culture, build even stronger relationships and work together to create lasting community benefit alongside our business growth.

In November 2018 we will launch our Innovate RAP to set the future direction of how GHD and all our people can continue to make a positive difference in a practical way. This RAP also highlights that while we have a lot to celebrate we recognise we can do more.

To watch our 90-second RAP video, visit: ghd.com/RAPvideo.

To read our Reflect RAP, visit: ghd.com/RAP.

**Supply Nation**

GHD is a proud member of Supply Nation who help us to embed greater supplier diversity in our supply chains. In the 2017/18 financial year, we increased our spend with Supply Nation registered businesses by 450%, this aligns with the implementation of our first RAP. We are committed to building partnerships with Aboriginal and Torres Strait Islander businesses to increase economic participation opportunities.

**Internal Indigenous Network**

As part of the implementation of our RAP, we have established an Internal Indigenous Network made up of our Aboriginal and Torres Strait Islander employees. The network helps to connect our Indigenous employees across our geographic operations and provides a platform for input and feedback. Our network meets annually in Sydney, this meeting aligns with the annual CareerTrackers Gala Dinner in January.

**Cultural awareness training**

Our Australian Leadership Team participated in cultural awareness training with Shelley Reys of Arrilla in 2017. This training provided great insight into Australia’s shared history and the importance of reconciliation. Training is being facilitated across our organisation to provide wider exposure to Aboriginal and Torres Strait Islander culture.

**CareerTrackers**

In 2015, GHD was one of the first organisations to become a 10x10 partner with CareerTrackers, with a commitment to an intake of a minimum of 10 Aboriginal and Torres Strait Islander interns annually for 10 years.

This program facilitates internship positions for Aboriginal and Torres Strait Islander students with the potential to attain graduate positions within their particular field of study. Students are supported through advisors and a professional development program that fosters specific skills to transition into employment.

Since 2010, we have hosted 79 Indigenous interns, eleven of which have gone on to be employed as graduates – 52% of our interns identify as male, and 48% as female.

Jack Kafoa, a GHD Graduate and CareerTrackers alumni, began his journey as an intern with GHD:

“I am grateful for the support and opportunity that CareerTrackers gave me through my time at university, especially in my final years where I was able to achieve an intern position at GHD. The program teaches you the significance of interview and presentation skills, workplace culture and gives you the confidence to strive for your goals. I am excited to work at GHD where I get a chance to be involved in challenging yet rewarding projects, and see the opportunities being provided for other Aboriginal and Torres Strait Islander students.

I have also been given the opportunity to contribute to GHD’s Reconciliation Action Plan. I look forward to helping make important changes to current culture and attitudes that will hopefully be reflected not only in the workplace, but also in the community.”

**GO Foundation**

In 2017, GHD entered into a partnership with the GO Foundation. The foundation was established by former AFL players, Adam Goodes and Michael O’Loughlin, to provide scholarships to Aboriginal and Torres Strait Islander school students.

GHD and the GO Foundation have developed a bespoke partnership to raise awareness of STEM. This has included participating in the GO Foundation’s Togetherness Day, where our Indigenous Engagement Leader spoke about her career path. We also hosted and facilitated a leadership day in our Sydney offices which involved our professionals running STEM focused activities and raising awareness of career opportunities within our industry.
“As a fair-skinned Indigenous Australian, it is easy to feel confused about identity and this comes with challenges. I’m caught in the crosswinds of our history as a proud Balanggarra woman from the East Kimberley and a descendant of Captain William Bligh.

I’m honoured to be part of GHD’s journey toward reconciliation by helping to strategically develop GHD’s Reconciliation Action Plan to bring reconciliation to our business and more broadly across Australia.”

Elle Davidson
Indigenous Engagement Leader

“I recall as a high school student in Griffith, NSW, during English class I sat next to a girl from one of the small nearby Aboriginal communities.

I realised that even though she was very bright and capable, no matter what she did, she would probably never have the same opportunities that were available to me. She wouldn’t go to university. That always struck me as not fair or right. It instilled in me a passion to be a champion for the inclusion of Indigenous Australians.”

Jill Hannaford
Technical Services Leader, Australia
We’re committed to creating a workplace environment where everyone feels comfortable to be themselves. We want to be known for our tolerance and inclusion of people regardless of their beliefs, cultural background, gender, age or sexual orientation.

Being lesbian, gay, bisexual, transgender or intersex should mean business as usual for everyone. To us, LGBTI inclusion means creating a workplace where our people feel comfortable and empowered regardless of their sexual orientation – this is championed by our people who continuously encourage inclusion and genuinely value diversity.

GHD established an LGBTI Working Group in 2016 with a vision to create an inclusive environment, not only for the LGBTI community, but for all our people. This group is supported by a network of LGBTI Allies across Australia.

Our inaugural GHD Inclusion Day was held on 31 August 2018 with a focus on LGBTI inclusion. Each year we will mark GHD Inclusion Day by focusing on a different aspect of our diversity and inclusion strategy, in 2019 it will focus on generational inclusion.

We are recognised as a Bronze Employer by the Australian Workplace Equality Index. As one of 39 Bronze Employers, we are considered an active employer in LGBTI inclusion.

We are a member of Pride in Diversity which is Australia’s first and only not-for-profit workplace program designed specifically to assist Australian employers with the inclusion of LGBTI employees.

To learn more, visit: ghd.com/lgbti.

As part of our Diversity and Inclusion mission we are working on a strategic approach to LGBTI inclusion that encompasses:

**Inclusive culture and visibility**
- Foster the health and wellbeing of our LGBTI people
- Strengthen GHD’s LGBTI Network
- Increasing leaders’ sponsorship and support of LGBTI people
- Establish and formalise LGBTI Ally engagement

**Inclusive Policy and Practice**
- Review Inclusive policies and benefits
- Explore complaints procedures

**Awareness training and development**
- Deliver LGBTI inclusion and awareness training

**Monitoring and recognition**
- Use and analyse data to support our initiatives
- Meet industry benchmarks

**Community engagement**
- Support LGBTI community groups, charities, events and suppliers
“You don’t need to be LGBTI to support inclusion. You could be the father of a gay son and gay daughter ...and suddenly find yourself with a bunch of LGBTI friends.”

“I think we are moving in the right direction, because I see members of the LGBTI community bringing their partners along to work functions.”

“I was raised by two mums, they hid aspects of our family at work. I truly value working for an organisation where diversity is welcome.”

“The courage many LGBTI people have to summon, just to be themselves, is so inspiring.”

“I have one of the toughest trainers I know. It makes no difference to me what biological gender he was born as - he is simply my trainer.”

“Being LGBTI is just one element of what makes a person unique. We’re all different, but we all have a lot in common too.”

“I hope that my support of LGBTI inclusion allows my LGBTI workmates to feel at ease.”
GHD is committed to providing a culturally safe and diverse workplace. We have historically employed people from many different cultural backgrounds whilst promoting harmony in the workplace.

While GHD has just started tracking ethnicity, we can provide details on place of birth for our Australian workforce. GHD employees currently working within the Australia region have told us they were born across 81 countries. A majority of our people were born Australia, United Kingdom, New Zealand, South Africa and India.

Asylum seekers and refugees
GHD is one of the first companies in Australia to engage with non-profit organisation CareerSeekers, which creates employment opportunities for asylum seekers and refugees, many of whom have held professional careers in their country of origin. The CareerSeekers internship program is similar to our existing partnership with sister organisation CareerTrackers, which focuses on Indigenous Australians.

Since 2016 we have welcomed 25 CareerSeekers program participants across our offices in Australia – three in 2016, nine in 2017 and 13 in 2018. The interns, originally from Afghanistan, Ethiopia, Fiji, Iran, Iraq, Pakistan, Rwanda and Syria, have contributed to our Engineering (Chemical, Civil, Electrical, Mechanical), Project Management, Environmental Science, Geology, Business Services (Finance, Administration, Information Technology) and Data Analysis teams. The interns share poignant and inspiring stories about their journeys from war-stricken homelands to finding a job in the Australian workplace.

Van Tang, Manager – South Australia, GHD who arrived in Australia as a refugee from Vietnam, was a guest speaker at a learning and development event for CareerSeekers participants where she spoke about her personal story and career journey.
“I was born in Malaysia, educated in Canada and then moved to Australia.

I joined GHD at a time when the industry was more conservative and male-majority than today; yet, right from the start, which was 27 years ago, my managers were mentors to me. And there’s never been a time when I’ve felt isolated.

GHD has provided me with such rich and varied experiences – as an engineer, as part of the community and as a leader. I’ve been involved in amazing projects like the Sydney Harbour Tunnel; made lasting community contributions such as supporting AusAid work in India; and in my proudest honour, I was appointed GHD’s first female director in its 81 years. I am proof of what everyone can achieve as part of GHD.”

May Ngui
Director and Manager, ACT & Southern NSW

“I knew of GHD when I first started out as a young graduate engineer in various water infrastructure projects in Malaysia and was privileged to be involved in most projects where they were collaborators.

Not long after we arrived in Australia my wife became ill and it’s been a long road for her recovery, especially with no family support in a foreign country. GHD allows me to work from home whenever I need.

Here I’m surrounded by positive people, equal opportunity, mutual respect and moral support that makes me feel like I am part of a big family.”

Aaron Yeo
Senior Engineer – Water Infrastructure
We have conducted preliminary employee consultations on generational diversity and are working to address some elements that include:

- How to optimise the knowledge and experience of our more mature age employees
- Exploring different models of working, including helping our people to transition to retirement ‘their way’
- Attracting and retaining talented people

In 2019 our GHD Inclusion Day will focus on generational inclusion, each year we mark GHD Inclusion Day by focusing on a different aspect of our diversity and inclusion strategy.

**Ageing workforce**

As part of our efforts to promote and encourage optimal work practices and policies that support mature employees’ participation, engagement and health at work, GHD has become an inaugural Stakeholder Reference Group member of the [ARC Centre of Excellence in Population Ageing Research](https://www.arc.org.au). The centre is a multidisciplinary research collaboration between University of New South Wales, Australian National University, University of Melbourne, University of Sydney and Curtin University aimed at optimising social and economic outcomes for an ageing world. Our engagement with the centre helps them to translate their research knowledge into practical business applications, it also facilitates our access to data, personnel and other resources that will help us promote successful ageing in our workplace.

**SmartSeeds**

Smart Seeds started with an idea that has grown to become something much bigger. In 2012, an excited group of graduating students joined GHD to gain industry experience in Melbourne. Like many new starters, the group had diverse skills, great energy, and new ideas with the potential to transform GHD’s business and industry. But, like many emerging leaders, they had limited connections and experience to mobilise their ideas and create change. Recognising the potential, GHD’s innovation team, led by Claire Dixon, designed a program to build the connections, capabilities and confidence of these emerging leaders.

Today, Smart Seeds is a global network of collaborators from diverse backgrounds, co-creating solutions to deliver lasting community benefit. With programs like SmartSeeds we encourage industry collaboration across a range of topics that are focused on sustainable cities and the provision of infrastructure to support strong communities.

**Young Professionals**

We are focused on recruiting and developing our future leaders, through our graduate and emerging leader programs, and Young Professionals (YP) networking groups.

Our YP program provides a strong support network for our younger employees and opportunities for them to participate in a range of professional development activities. Active in every state, our YP groups help our people build strong working relationships with their peers and clients. The YP program brings together people with less than 10 years of professional experience from various disciplines to assist in developing skills so they can:

- Become a more valuable contributor to GHD
- Gain membership of relevant professional associations
- Access a platform for networking and peer-to-peer collaboration

Timothy Moore, South Queensland Young Professionals Chair, provides further insight into our YP program:

““Our YP program is founded on respect, support, and enthusiasm for everyone involved to learn, improve and develop together. I am proud to be associated with a program that provides workplace skills for YPs to achieve career goals, and reach their potential through social, community and professional development activities. Our YPs are involved in numerous activities, including seminars, sport, networking events, lunch and learn sessions, and fundraising for charities.”

Our YP group has committed to work alongside our leadership teams to support GHD’s commitment to the CareerTrackers and CareerSeekers programs. YP members provide mentoring and are buddies to our interns. This will help ensure the sustainability of the programs and highlights our intergenerational commitment to areas that support human rights in Australia.

**Talent management & succession planning**

We have robust talent management and succession planning processes in place. With 19% of our employees aged 50+ we have also commenced consultation with our mature age employees to better support career planning and development needs, and to facilitate greater knowledge sharing and mentoring of younger employees.
“After only a few months at GHD it quickly became apparent that my values and that of GHD were very much aligned; and over the last 36 years I’ve seen considerable change, yet I am still genuinely thriving here.

I also see and live diversity and inclusion here at GHD. Working from home one day a week allows me to spend quality time with my granddaughters and provide aged care for my mum. The stresses of juggling work and home commitments are lessened with the workplace flexibility options offered at GHD. My attention at work is more focused knowing that home commitments are not a distraction.”

Joyce Darmanin
Executive Assistant

“Since leaving university, I’ve found out that what I really need to know to become an engineer is rarely found in textbooks or on Google, but is learned from the people and experiences around me.

Starting as a graduate has connected me to a network of vibrant young professionals and experienced seniors who’ve all helped me in my learning journey. Everyone is always eager to share their knowledge and extend a helping hand. GHD also has an amazing graduate program that focuses on development through training, and helps us build our network to continue the knowledge sharing.”

Sadia Abdullah
Civil Engineer – Water Infrastructure
Industry recognition

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<tr>
<th>Organisation</th>
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<tbody>
<tr>
<td>Australian Human Resources Institute (AHRI)</td>
<td>Dame Quentin Bryce AD CVO Award for Gender Equity in the Workplace 2016 – Winner</td>
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<td>AHRI CEO Diversity Champion Award 2017 – Finalist, Phil Duthie</td>
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<td>Stan Grant Indigenous Employment Award 2018 - Finalant</td>
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<td>Workplace Gender Equality Agency</td>
<td>Employer of Choice for Gender Equality 2014, 2015, 2016 and 2017</td>
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<td>Consult Australia</td>
<td>Diversity Award – Highly commended 2015 and 2016</td>
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<td>Engineers Australia</td>
<td>Most Outstanding Company in Gender Diversity – Highly commended 2015, 2017 and 2018</td>
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<td>Property Council of Australia</td>
<td>Award for Diversity &gt; 250 employees – Finalant 2017</td>
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<tr>
<td>Australian Workplace Equality Index (AWEI)</td>
<td>Bronze Employer, LGBTI inclusion – 2018</td>
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Referees

“People who take time out of the paid workforce can find it difficult to return due to inflexible work arrangements and concern about gaps in their CV. Women are disproportionately impacted, due to the greater time they spend caring for children and family members. GHD’s Career Relaunch Program is a fantastic way to tap into this pool of skills and experience, and attract women into a male-majority industry. I congratulate GHD for this initiative and wish them every success.”

Libby Lyons
Workplace Gender Equality Agency

“GHD’s support of CareerTrackers and CareerSeekers has made a tangible difference to our success. We walk side by side with GHD to affect positive change in the education and employment of Indigenous Australians, asylum seekers and refugees.”

Michael Combs
CareerTrackers & CareerSeekers

“In order to deliver fresh solutions for change, we all have to push ourselves to look for more diversity of thought and approaches. As a key contributor to Consult Australia’s Male Champion of Change program, GHD is working hard to achieve a more diverse and sustainable future.”

Megan Motto
Consult Australia

“A deep and meaningful partnership exists between GHD and the GO Foundation. GHD was one of the first corporate partners of the GO Foundation and provides financial support, venue and travel assistance, volunteers and networking opportunities to the Foundation.”

Shirley Chowdhary
GO Foundation
Different stories, common goals

Connect at GHD

“As a loving mum to my six-year-old daughter I know all about the challenges of balancing work and life commitments – GHD supports me to achieve that balance. Feeling comfortable to fully be yourself at work is something not everyone gets to experience – at GHD, I know I can walk in each day as a proud queer woman with the support of my colleagues.”

Monika Janiak
Senior Environmental Scientist

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