



Equality and Inclusion Statement

A F Gason is committed to increasing diversity in our workforce. We aim to create safe, healthy and gender equitable workplaces that attracts and retains women into a welcoming and forward-thinking workplace culture. We are therefore undertaking the Act on Site program. This organisation wide program is tailored to support equal opportunity and promote gender equality in traditionally male dominated industries in the Grampians region.

A F Gason have developed an action plan which will address barriers to female participation in our industry and improve our workplace policies and processes around inclusion and workplace safety.

Improving female participation in our industry will have many benefits, such as filling our current skills shortages and building our internal talent pools, it will also challenge rigid gender roles and stereotypes, and improve working conditions and workplace culture for everyone.

This program aligns with our Corporate Values in particular our value of **Respect.**

We envisage the program will improve our acceptance of differences and improve our diversity