

Policy

Diversity and Inclusion Policy

15 September 2025



Purpose

The policy sets out the framework by which SMEC actively manages and supports diversity and inclusion across the organisation.

Applicable to

This policy is applicable to:

- All SMEC employees
- All third-party contractors, volunteers and consultants engaged by SMEC

Definitions, Abbreviations and Acronyms

Diversity –The collective mixture of differences and similarities that include, for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviours.

Inclusion – Welcoming and embracing the strengths each person brings to the organisation. Inclusion involves bringing together and harnessing the richness of ideas, backgrounds, and perspectives to create value.

Diversity Attributes covered by this policy include, but are not limited to:

- Gender
- Indigenous Culture
- LGBTIQ (lesbian, gay, bisexual, transgender, intersex, questioning)
- Religious beliefs
- Carer Status
- People with physical or mental disabilities
- Age
- Race
- Pregnancy
- Marital Status
- Political Opinion
- National extraction
- Social origin

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Topic	Details
Policy	<p>SMEC is committed to developing and maintaining a workforce which respects (and reflects) the diversity of the clients we serve and the communities in which we operate, including indigenous communities.</p> <p>Our commitment to diversity and inclusion aligns with our values of diversity, teamwork and integrity and is reflected in our Code of Conduct.</p> <p>Wherever we operate we are focused on consistently meeting or exceeding our legal and regulatory obligations in relation to equal opportunity,</p>

Topic	Details
	<p>diversity and inclusion, and will strive to be recognised externally as being an organisation that exemplifies diversity in action.</p> <p>The Diversity and Inclusion Committee is responsible for setting the strategy to address diversity in the organisation.</p> <p>The Diversity and Inclusion Committee has endorsed Divisional Action Plans, which each COO has committed to actioning in their division.</p> <p>SMEC employees are responsible for exhibiting behaviour in line with this policy, and for ensuring that no one is disadvantaged due to action or inaction.</p> <p>Throughout the employee lifecycle, SMEC is committed to ensuring equitable policies, processes and opportunities for all employees. We do this through:</p> <p>Leadership Commitment: Leaders believe in, advocate for and role model diversity equality and set clear expectations for others to follow.</p> <p>Education, Training and Development: SMEC’s learning and development strategies, policies and processes are aimed at building capability throughout the organisation.</p> <p>Recruitment and Remuneration: Recruitment, promotion and remuneration policies, strategies and processes are equitable and designed to decrease bias.</p> <p>Workplace Incidents: All employees are aware of their rights and obligations regarding discrimination, with the aim of eliminating harassment and discrimination and promoting an inclusive workplace culture.</p>



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