

Master Builders Victoria

DIVERSITY, EQUITY & INCLUSION STATEMENT

At MBV we believe in harnessing diversity of thinking, giving all our team members a voice to drive innovation and adaptation, which we know is key to organisational and industry growth.

We expect and celebrate difference. We know that a diverse, equitable and inclusive culture enables all our team members to reach their full potential and deliver business outcomes aligned with our purpose.

We want our diverse team to reflect our members and the communities in which we operate. This includes:

- People with a disability;
- Aboriginal and Torres Strait Islander People;
- Culturally, religiously and linguistically diverse people;
- People of all age groups; and
- People who identify as gay, lesbian, bisexual, transgender, intersex, queer or questioning.

We draw pride and strength from our diversity, and actively foster a welcoming and inclusive workplace that celebrates the contribution made by all our team members.

1.1. Defining diversity, equity, and inclusion (DEI) at MBV

'Diversity' what makes each of us unique and includes our backgrounds, personality, life experiences, socio economic background, educational level, diversity of thinking and beliefs. It encompasses all the intricacies and nuances that make us who we are and is the combination of our differences that shape our view of the world, our perspective, our lived experience, and our approach.

As an organisation, we understand we can be diverse, yet to realise our aspirations we must invest and commit to leading cultural practices that foster inclusion.

'Equity' implies giving as much advantage, consideration, or latitude to one party as it is given to another. At MBV, we are committed to embedding equity into our organisation and people processes to ensure everyone in our organisation has access to the same opportunities to thrive and progress.

'Inclusion' means we understand that our team members have different identities. We strive to ensure that they feel welcomed, respected, connected, progressing and have real and sustained opportunities to contribute to the success of their teams, our organisation and our industry. We understand inclusion as a call to action and commit to investing energy and resources to leverage diversity to create a fair, healthy and high performing organisation.

We recognise that advantages and barriers exist for team members from diverse backgrounds, and that, as a result, we all do not start from the same place.

1.2. Leading Diversity, Equity, and Inclusion at MBV

We recognise that embedding best practices to building a diverse, equitable and inclusive workplace requires investment of commitment and resources over the long haul; this will ensure outcomes are real and lasting.

IS YOUR BUILDER A MASTER BUILDER?

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MBV's Board, Council of Management, Sector Committees, Executive and People leaders play a critical role in challenging bias, role modelling inclusive mindsets and behaviours, instituting policy and governance processes that ensure fairness and rebuke discrimination and directing resources to culture change initiatives.

MBV's Diversity, Equity and Inclusion Working Group (DEIWG) collaborate with the Leadership Team to provide advice, organisational advocacy and leadership for our DEI strategy, statement and goals. It is the actions and behaviours of all our team members that will determine how successful we are in creating our preferred culture. So, at MBV we expect all team members to take responsibility for building an inclusive and supporting environment within their sphere of influence.

1.3. Bridging the gap between good intentions and good impact


We will ensure that our people policies, procedures and practices are reviewed to uphold our DEI aspirations. These policies and practices include, but are not limited to:

- [Code of Conduct, Equal Employment Opportunity \(EEO\) and Discrimination Policy and Bullying and Harassment Policy](#): a diverse and inclusive culture can only flourish in an environment that does not tolerate discrimination, bullying, harassment, vilification or victimisation.
- **Recruitment**: we aim to recruit from as wide a talent pool as possible. We expect our recruitment processes and practices are free of bias in relation to advertising, resume screening, short list compilation and interview panels. We set these same expectations with our recruitment partners.
- **Talent and Succession Planning**: as we identify talent for development and future roles, we review for gender balance and check for any potential broader bias. We aim to develop an extensive pool of talent for future senior management and executive positions that represents our diversity.
- **Attitudes and Culture**: we track the attitudes towards DEI biennially to determine our progress and improve how diversity, equity and inclusion are inculcated and managed across the organisation.

This policy statement is supported by a DEI Strategy that articulates our DEI priorities and commitments for our organisation and for the role we play in providing leadership to our industry. The Strategy outlines the scheduled and resourced program of initiatives to drive our DEI goals and aspirations.

1.4. Bridging the gap between good intentions and good impact

Master Builders Victoria (MBV) respects and honours Aboriginal and Torres Strait Islander Elders past, present and emerging. We acknowledge the stories, traditions and living cultures and under the concrete, the asphalt and the buildings in which we work, live and play there is and always will be a deep connection to the traditional custodians of this land. Let's ensure to create and empower people to build a better future.

Endorsed by:	Chief Executive Officer
Rebecca Casson CEO	Sign:  Date: 15/10/2021

