



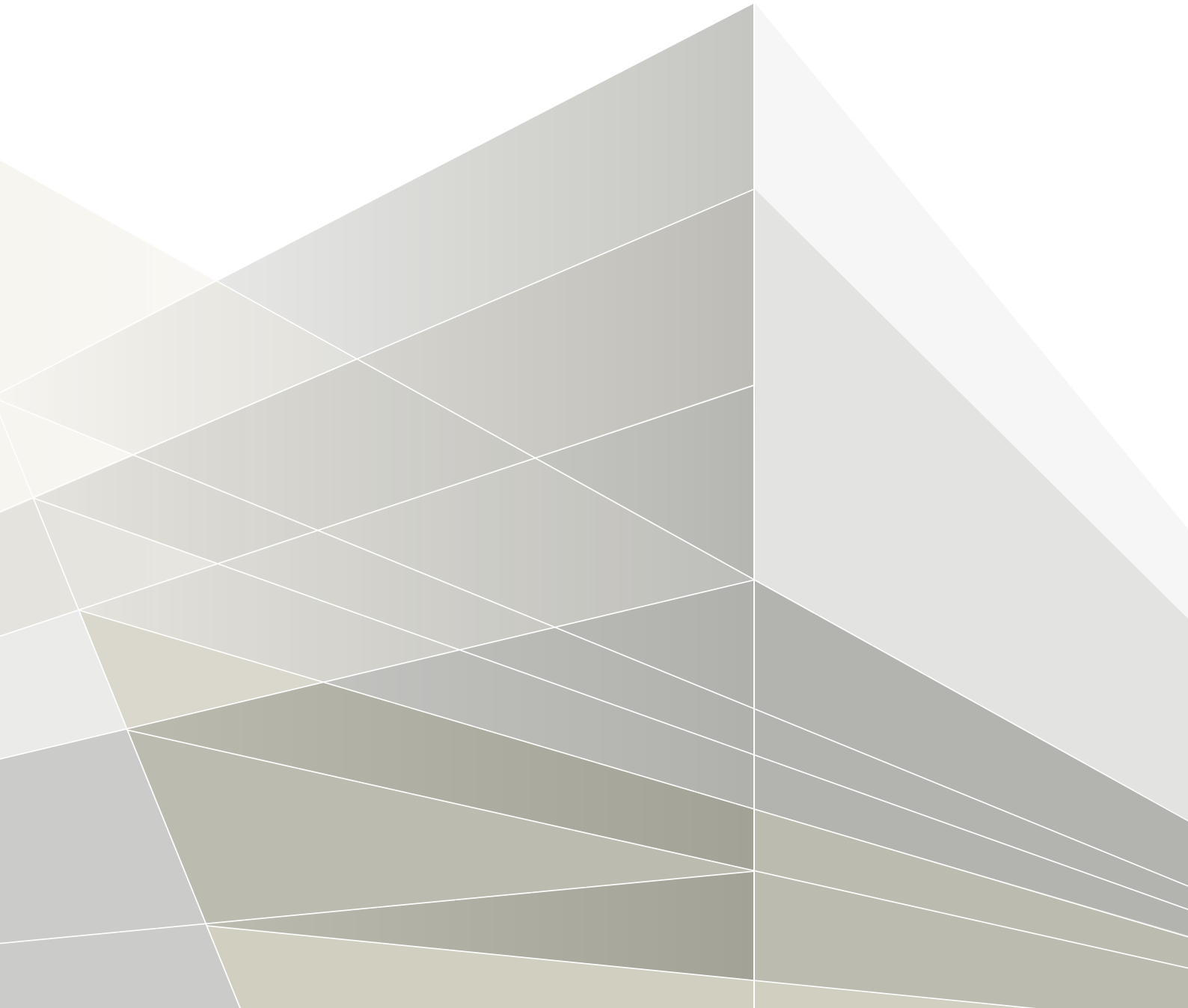
GENDER EQUITY POLICY

Policy Document

Updated: 12 May 2026

Revision: 5

Authorised by: Gary Hartley



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1. Purpose

To set out Neo Construct's principles in ensuring that it maintains a gender equity-based approach to all of its organisational operational activities.

2. Policy Statement

Neo Construct is committed to supporting gender equity in our workplace. We aim to ensure that all staff have the same opportunities, rights and respect, regardless of their gender.

Gender equity is the process of being fair to women and men. Gender equity recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities.

To ensure fairness, strategies must often be available to compensate for women's historical and social disadvantages that prevent women and men from operating on an equal playing field. Gender *equity* leads to gender *equality*, where there are equal rights, responsibilities and opportunities for women and men.

3. Principles

- › Ensure Neo Construct as a workplace provides equitable opportunities for its male and female employees and maintains an organisational culture which supports gender equity.
- › Promote a family friendly workplace for men and women through the following activities;
 - › Parental leave options to both men and women
 - › Flexible working arrangements to staff
 - › Breastfeeding facilities will be provided should the need arise
 - › Working from home options for staff
 - › Maintain awareness around family and domestic violence and having appropriate policy and procedures to support staff
 - › Regular review of policy, procedures and strategies to ensure gender equity principles are maintained
- › Create an equitable, respectful and enabling environment for men and women within the organisation through the following activities;
 - › Ensure that there is gender representation in all cross functional teams
 - › Ensure that gender equity exists with regard to remuneration of employees
 - › Embed Key Performance Indicators in relation to White Ribbon in senior management position descriptions

6. References

Legislation:

For further information related to this policy see:

- > *Gender Equality Act 2020*
- > *Equal Opportunity Act 2010 (Vic)*
- > *Charter of Human Rights & Responsibilities Act 2006 (Vic)*
- > *Australian Human Rights Commission Act 1986*
- > *Workplace Gender Equity Act 2012*

Documents:

This Policy is implemented in conjunction with the following Neo Construct documents and policies:

- > Enterprise Agreement [current version]
- > Harassment Policy
- > Social Procurement & Community Engagement Policy
- > Disciplinary Policy
- > Equal Opportunity Policy
- > Family & Domestic Violence Policy

AUTHORISED BY:

Gary Hartley
Director



Revision Date: 12/05/2026