



## Diversity, Equity & Inclusion Policy Summary

CB Civil are dedicated to fostering a workplace environment where diversity is celebrated, and inclusion is practiced across all facets of employment to create equitable opportunities for all. CB Civil is committed to:

1. **Equal Opportunity Employment**
  - Providing equal employment, advancement and training opportunities regardless of race, colour, religion, sex, sexual orientation, gender identity, national origin, age, or migrant status. Discrimination is strictly prohibited and the business reviews processes, structures and conduct to remove conscious and unconscious bias.
2. **Gender Diversity and Rainbow Community Inclusion**
  - Promoting gender diversity and the inclusion of Rainbow community members across our business and providing support systems and inclusivity training that is tailored to the diverse lived experiences of our staff.
3. **Māori and Pasifika Communities**
  - Educating our staff about cultural awareness and respect, including Māori cultural competence training. We will work alongside Mana Whenua to foster strong cultural integrity in projects and acknowledge the importance of integrating Te Ao and Mātauranga Māori. We incorporate targeted career development and recruitment initiatives to further support Māori and Pasifika staff.
4. **Support for Migrants**
  - Guiding migrant staff in their transition to work and life in New Zealand through support programmes and community engagement. Respecting the cultural dimensions of our migrants and championing the perspectives and values they can share with the business.
5. **Pay Equity and Career Progression**
  - Equal pay and career advancement opportunities based on merit, skills, and qualifications are guaranteed, irrespective of demographic factors.
6. **Community Partnerships**
  - Collaborate with local organisations to support diversity initiatives and community awareness.
7. **Metrics and Accountability**
  - Tracking diversity metrics and holding leadership accountable to ensure transparency and progress toward diversity goals.

This policy will be regularly reviewed and updated to ensure alignment with legal compliance and best practice. All employees are expected to uphold this policy, contribute to a supportive and inclusive workplace and report any breaches to our commitments.

Commitment by the CEO

A handwritten signature in black ink, appearing to be 'Bard'.