

# Diversity & Inclusion

## Did you know that...?

59%

of us said they work *flexibly* in our latest People Survey.

85%

of us agree or strongly agree that we have a work environment *accepting of diverse background and ways of thinking*.

You can claim a Lendlease *Childcare Rebate* for registered childcare?

We offer *Indigenous Cultural Competency Training* for you?

We are a platinum\* employer for *LGBTI inclusion*?

Lendlease is an employer of choice for *gender equality*?



## GENDER EQUITY

### Xplore - Development Programs

Supporting women to clarify career paths, identify strengths and maximise the potential of our female talent. Manager nominations required.

### Employee Resource Group (ERG)

A group of people volunteering to support our activities to build gender equity, led by Karen Pederson, Group General Counsel.

### Domestic and Family Violence Support Policy

We offer support and resources for those exposed to any form of domestic or family violence, regardless of employment status. Read our policy on Pulse.



## PARENTS AND CARERS

### Parents at Lendlease

Support for parents as they experience the major life change of becoming parents. It includes online tools and face-to-face coaching and training throughout the parental leave period and beyond.

### Win Win Parenting

Education for parents to help you manage the day-to-day challenges of raising healthy, happy, well balanced children (online and face-to-face).

### Carers Rebates

Lendlease provides financial support to offset the cost of approved or registered care for children or sick dependants.



## LESBIAN, GAY, BISEXUAL, TRANSGENDER AND INTERSEX (LGBTI)

### LGBTI Inclusion Training

Learning more about the importance of LGBTI inclusion by hearing the challenges faced by LGBTI people, common stereotypes and assumptions so you can understand what we can do to be more inclusive.

### Employee Resource Group

A group of committed volunteers from around the business which aims to support initiatives and raise awareness on issues affecting our LGBTI colleagues at work and in the community.

### Out Leader videos

Hear some of our leaders share their LGBTI story, talking about the challenges they faced during their careers and provide advice to our employees.

### Transitioning in the Workplace Policy

Regardless of your employment status, we will work with you and your team to create a gender transition program that is tailored to your needs. Read our policy on Pulse.



## INCLUSIVE WORKPLACE

### Unconscious Bias training (online)

Training for all employees to address our unconscious biases and create a safer, more accepting and more welcoming workplace.

### PACE Mentoring Program

Connecting jobseekers with a disability to mentors from Lendlease, to help them gain experience in a workplace setting, develop skills and expand their networks.

### Workplace Adjustments

Understanding and implementing temporary and/or permanent adjustments to support the varying needs of our employees.



## RECONCILIATION

### Cultural awareness training

Increase your understanding about Lendlease's vision for reconciliation and enhance your knowledge of Indigenous culture and history through our online Cultural Competency Training.

### AIME Mentoring Program

Providing mentoring for Indigenous students transitioning from secondary education into longer term career pathways.

### Aboriginal and Torres Strait Islander Cultural Leave Policy

If you are an Aboriginal and Torres Strait Islander employee, you may be entitled to cultural leave to help you fulfil your cultural obligations.



## FLEXIBILITY

### Performance Conversations Framework

A key element of our Performance Conversations Framework is a yearly conversation around wellbeing & flexibility. Please use this opportunity to discuss your needs with your manager.

### Flexible Careers

We encourage you to meet your professional and personal goals by working flexibly. These flexible options include working from home, flexible hours, part-time hours, job sharing, sabbatical, among others.

### Office 365

Lendlease provides technology that makes working remotely easier for all of us. Find out more via the Information Technology microsite on Pulse.



## SHARE YOUR STORY

We don't always hear about those inspiring projects, initiatives and personal actions that make Lendlease a more diverse and inclusive workplace. If you or your team have a story to share, please share on the Diversity & Inclusion Yammer page or discuss your story with the Diversity & Inclusion team.



## WHERE CAN I FIND OUT MORE AND WHO CAN I CONTACT?

Diversity & Inclusion microsite, People Portal and Reconciliation Action Plan on Pulse

Diversity & Inclusion Yammer Group

Diversity & Inclusion Australia Team:

- Alysha Abbott - Diversity & Inclusion Manager
- Conny Donath - Diversity & Inclusion Coordinator