

Policy

Gender Equality

1 Purpose Statement

Tallai Project Group promotes a culture which highly values equity and inclusiveness and believes strongly in social responsibility and transformation. Tallai strives to provide a diverse and inclusive community, including a safe and supportive working and learning environment for people of all genders. To realize these objectives, Tallai Project Group implements a range of measures to prevent gender-based discrimination and adopts flexible and inclusive provisions for all employees and contractors.

Tallai envisages that gender equality will enable a highly motivated and performance orientated workforce, reduce the incidence and costs of staff turnover, improve productivity, innovation and creativity, and build social inclusion.

Tallai seeks to provide equal opportunity to permanent, casual and contracted employees by addressing issues, attitudes, practices, and structures which negatively impact on gender-based workforce participation and progression.

This policy applies to all employees and associates of Tallai Project Group, including employees, directors, sub-contractors and clients.

2 Definitions

- a. Gender refers to the social, behavioral and cultural attributes, expectations, and norms associated with being female, male, intersex, transgender or gender diverse;
- b. Gender Equality in the workplace means ensuring all employees are able to access and enjoy the same rewards, resources and opportunities regardless of their gender.
- c. Gender Equity means fair treatment for all according to their respective needs. It may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities;
- d. Unconscious Bias means a bias an individual may have towards an individual or a group without being consciously aware they do so.

3 Objectives

Tallai Project Group is committed to building an inclusive, equal opportunity workplace that hires the best person for the job, exclusive of gender and/or race. Tallai acknowledges that diverse skills and perspectives can bring more value to the company as a whole.

Tallai Project Group aims to:

- a. engage fairly with all staff and members of our community, regardless of their gender, in a respectful and constructive manner;
- b. promote a gender-aware and gender-responsive culture throughout the organisation that values gender equality and integrates gender considerations in each aspect of the workplace;
- c. overcome barriers to gender equality in the workplace, including gender biases

- and gender-based stereotypes;
- d. ensure all employees have an understanding of gender issues and the objectives of this policy; and
 - e. ensure all employees have equal opportunity to participate in and contribute at all levels of the company and to receive appropriate acknowledgement and equitable reward for that participation and contribution.

4 Responsibilities

All employees, directors and sub-contractors associated with the Tallai Project Group community are responsible for supporting gender equality in the workplace and providing services and conducting their operations with a view to eliminating gender inequality and unconscious bias.

It is the company's policy to only engage with others who share our values and aim to create a safer and more productive workplace for all.