

DIVERSITY AND INCLUSION POLICY

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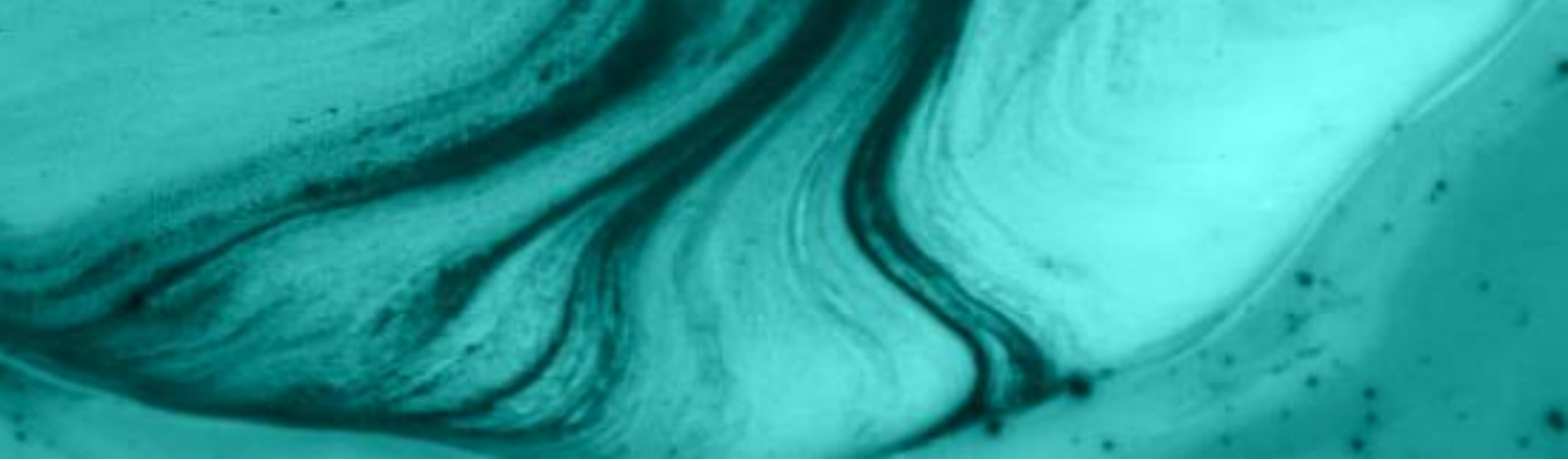
Transforming
Visions into
Reality



buildix
Consultants

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1 Introduction

At Buildix Consultants, we are committed to creating an inclusive and respectful workplace where diversity is valued as a source of strength and innovation. Our mission—to **TRANSFORM VISIONS INTO REALITY**—is only achievable through a culture that embraces different perspectives, experiences, and backgrounds.

We believe that diversity and inclusion are essential to delivering exceptional outcomes for our clients and communities. By fostering a collaborative, equitable, and welcoming environment, we empower our team to thrive, contribute fully, and reach their highest potential.

2 Scope

This policy applies to all Buildix Consultants team members, including directors, employees, subcontractors, independent consultants, and any individuals engaged on a casual, part-time, or full-time basis. It also extends to interactions with clients, partners, suppliers, and the broader community.

3 Our Commitment

Buildix Consultants is committed to fostering an inclusive environment where every individual is valued, respected, and given equitable opportunity to succeed. We do not tolerate any form of discrimination, and we actively seek to remove barriers to participation for underrepresented or marginalised groups.

We uphold a workplace where individuals are treated fairly—regardless of:

- Gender identity or expression
- Age
- Race or cultural background
- Religion or beliefs
- Sexual orientation
- Marital or parental status
- Political views
- Trade union affiliation
- Disability or medical condition
- History of long-term unemployment
- Criminal rehabilitation status (as appropriate to role and legislation)
- Social or economic disadvantage



- Physical appearance or neurodiversity

We apply these values across all business activities, including:

- Recruitment, selection, and onboarding
- Career development and promotion
- Remuneration and benefits
- Team composition and subcontractor engagement
- Workplace practices, culture, and communication
- Ongoing training in inclusive practices

All decisions are based on merit, skills, and organisational fit—never on personal characteristics or background. We are especially committed to improving access to meaningful employment for people with disabilities, those from low socio-economic backgrounds, and others who face structural barriers in the workforce.

4 Reporting Concerns and Breaches

Any employee or contractor who believes they have experienced or witnessed behaviour inconsistent with this policy is encouraged to raise the matter with their manager or any senior member of the Buildix leadership team. Where appropriate, concerns may also be reported under our Grievance Procedure or Whistleblower Policy.

All reports will be handled confidentially, investigated promptly, and addressed fairly and without retaliation.

5 Continuous Improvement

We recognise that diversity and inclusion require ongoing commitment. Buildix will regularly review this policy and our practices to ensure they continue to promote a fair, welcoming, and high-performing environment for all.

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