



Policy: Gender Diversity

At the Ground One Civil, we believe in fostering an inclusive and diverse work environment that embraces individuals of all genders. We recognize that diverse teams drive innovation, creativity, and success, and we are committed to promoting gender diversity throughout all levels of the Ground One Civil. This policy outlines our approach towards achieving gender equality and creating an inclusive workplace for everyone.

1. Equal Opportunities: Ground One Civil is dedicated to provide equal opportunities for individuals of all genders, ensuring that every employee has the same chance for career growth, promotion, and professional development. Our hiring process will be based solely on qualifications, skills, and experience, without any discrimination based on gender.

2. Gender-Inclusive Language: Encourage the use of gender-inclusive language in all forms of communication, both internally and externally. We strive to create an environment where everyone feels respected and valued, regardless of their gender identity or expression.



3. Gender Bias Awareness: Committed to raising awareness about gender biases and addressing them effectively. Regular training sessions and workshops will be conducted to educate employees about unconscious biases, stereotypes, and the importance of challenging such behaviors in the workplace.

4. Work-Life Balance: Understands the significance of maintaining a healthy work-life balance for all employees. We will provide flexible work arrangements, such as remote work options, flexible hours, and parental leave policies, to support individuals in managing their personal and professional responsibilities.

5. Supportive Environment: Aim to create a supportive environment where employees feel safe and comfortable expressing their gender identity. We will establish confidential channels for reporting any incidents of discrimination, harassment, or unequal treatment. Proper investigations will be conducted, and appropriate actions will be taken to address such concerns promptly.

6. Mentorship and Leadership Opportunities: Committed to promoting gender diversity in leadership positions. We will actively identify and provide mentorship opportunities for employees, especially those from underrepresented genders, to enhance their skills, confidence, and professional growth.

7. Celebrating Diversity: Celebrate and acknowledge the diverse contributions of all genders within the Ground One Civil. This includes recognizing important dates and events related to gender equality, and organizing initiatives that promote understanding, respect, and appreciation for different gender identities and experiences.



8. Regular Evaluation: Periodically assess the effectiveness of our gender diversity policies and initiatives to ensure continuous improvement. Feedback from employees will be actively sought and considered to shape our approach towards fostering an inclusive and diverse workplace.

By implementing and enforcing this gender diversity policy, we strive to create an environment that respects, values, and empowers individuals of all genders. Together, we can foster a culture that celebrates diversity and enables everyone to thrive both personally and professionally.

This policy is reviewed annually to ensure it remains relevant and appropriate to the organisation.

Director:

Name: Jody Gropler Signature: _____

Date: 12th of Jan 2026

