

## **CAMBRAY CONSULTING DIVERSITY POLICY**

Cambray Consulting recognises its talented and diverse workforce as a key competitive advantage.

Our business success is a reflection of the quality and skill of our people. Cambray Consulting is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

Cambray Consulting believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce.

Whilst Cambray Consulting is a small business and has small staff numbers, past staff records demonstrate our commitment to employing across the diversity spectrum.

### **Recruitment**

As a responsible community member, Cambray Consulting recruits people from all backgrounds. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding and reflecting our customers in local markets.

### **Career Development and Promotion**

Cambray Consulting rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

### **Community Programs**

Cambray Consulting recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and our society. Cambray Consulting is committed to tackling cultural stereotypes both within and outside our organisation.

We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents. We combat discrimination in the wider community through partnerships with community-based groups by working closely with [Project Hand](#), and actively supporting [Free Mum Hugs Australia](#).

### **Diversity Practices**

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

Cambray Consulting provides a safe and pleasant environment for our employees. We offer:

- Flexible working time arrangements;
- Open communications; and
- Gender neutral toilet facilities.