

Culture in Construction Policies and Statements

Flexible Working Policy

Purpose

This Policy outlines the organisation's approach to flexible working on construction projects, aligned with the Culture in Construction Standard (CICS).

Our Commitment

We are committed to considering flexible working arrangements in a way that:

- supports health, wellbeing and recovery;
- manages fatigue and workload risks;
- enables participation by a diverse workforce; and
- maintains safety, quality and delivery outcomes.

What Flexible Work Means

Flexible work may include, where reasonable and safe:

- adjusted start and finish times;
- temporary changes to hours or rosters;
- task reallocation or sequencing adjustments; and
- flexibility to attend health, caring or cultural commitments.

Not all roles or tasks can accommodate flexibility at all times.

Responsibilities

Supervisors and managers are responsible for:

- considering requests fairly and consistently;
- documenting consideration; and
- communicating outcomes clearly.

Workers are responsible for:

- raising flexibility needs early where possible; and
- working with supervisors to find practical solutions.

How Requests Are Considered

- Requests are considered case-by-case.
- Decisions are based on safety, feasibility and fairness.
- Requests can be raised without stigma, penalty or disadvantage.
- Clear reasons are provided where flexibility cannot be supported.

Time for Life Working Statement

(To add to existing Flexible Working Policy)

Flexible working arrangements will be considered and supported to align with the Culture in Construction Standard (CICS) Time for Life Pillar, recognising that flexible work practices can reduce fatigue, manage workload pressures, support wellbeing, and enable participation by a diverse workforce.

Wellbeing Policy

Purpose

This Policy outlines the organisation's approach to supporting worker wellbeing on construction projects, aligned with the Culture in Construction Standard (CICS).

Our Commitment

We are committed to fostering a work environment that supports positive mental health, physical wellbeing, and psychological safety. We recognise that wellbeing is closely linked to safety, productivity, retention and culture.

We commit to managing wellbeing in a way that:

- identifies and addresses wellbeing and psychosocial risks early;
- supports good mental health and help-seeking behaviours;
- reduces fatigue, excessive workload and prolonged stress;
- promotes respectful behaviours and safe working relationships; and
- integrates wellbeing considerations into project planning and delivery.

How Wellbeing Is Supported

Wellbeing on our projects is supported through:

- risk-led identification of wellbeing and psychosocial hazards;
- visible leadership commitment and reinforcement;
- access to internal and external wellbeing supports;
- regular communication and toolbox discussions; and
- monitoring and review through project risk and wellbeing processes.

Responsibilities

All workers, supervisors and leaders share responsibility for:

- contributing to a respectful and safe work environment;
- raising wellbeing concerns early; and
- supporting a culture where wellbeing is taken seriously and addressed constructively.

Wellbeing Statement

(To add to existing Wellbeing Policy)

We recognise that wellbeing is a critical component of safe and sustainable construction. In alignment with the Culture in Construction Standard (CICS) Wellbeing Pillar, we are committed to identifying and managing wellbeing risks, supporting good mental health, and creating environments where workers feel safe to speak up, seek support and maintain balance between work and life.

Inclusion and Diversity Policy

Purpose

This Policy outlines the organisation's approach to inclusion and diversity on construction projects, aligned with the Culture in Construction Standard (CICS).

Our Commitment

We are committed to creating workplaces that enable inclusive participation by a diverse workforce and where all workers are treated with dignity and respect.

We recognise that inclusive workplaces:

- support better safety and wellbeing outcomes;
- improve retention and workforce sustainability; and
- strengthen project delivery and organisational performance.

We commit to:

- promoting respectful behaviours and eliminating discrimination, harassment and exclusion;
- providing facilities, amenities and PPE that support a diverse workforce;
- supporting participation by women and underrepresented groups;
- addressing barriers to inclusion when identified; and
- embedding inclusion considerations into project planning, leadership and culture.

How Inclusion Is Supported

Inclusion and diversity are supported through:

- clear expectations of behaviour on site;
- processes for identifying and addressing exclusionary practices;
- inclusive facilities and site arrangements;
- leadership accountability; and
- monitoring and continuous improvement informed by project experience.

Responsibilities

All workers and leaders are expected to:

- contribute to a respectful and inclusive workplace;
- challenge inappropriate behaviour when safe to do so; and
- support a culture where differences are valued.

Inclusion and Diversity Statement

(To be included in any existing Inclusion and Diversity Policy)

We are committed to building inclusive construction workplaces that enable participation by a diverse workforce. In line with the Culture in Construction Standard (CICS), we recognise that inclusion requires more than intent — it requires active leadership, appropriate facilities, respectful behaviours and ongoing review to remove barriers where they exist.