

POWERED BY PEOPLE

GENDER DIVERSITY AT JOHN HOLLAND

John Holland is one of Australia's leading engineering and contracting services providers to the building, infrastructure and rail sectors.

We have been providing innovative high-performance solutions for more than 65 years. Our parent company, CCCI, is a wholly owned subsidiary of China Communications Construction Company Limited (CCCC), which is one of the world's largest infrastructure construction companies.

John Holland recognises the benefits of gender diversity in the construction industry and the value different perspectives and opinions can add to our business. We employ a dedicated Diversity & Inclusion Manager who is committed to building, valuing and promoting gender diversity and inclusiveness across our business.

John Holland women excel in a huge range of roles from Project Engineers and finance professionals to Project Directors and Group General Managers...and everything in between. Currently 26% of our professional roles are filled by women and we intend to increase this to 35% by 2018.

Women also make up 2% of our trade and labouring roles and we are actively working to increase this to 5% by 2018.

John Holland is proud of the progress we have made in gender diversity. For example, we were the first construction company in Australia to implement a paid parental leave scheme. We will continue to lead the way through our current gender strategy which aligns to six key focus areas and is based on attracting, retaining and developing women at all levels of the business. We will:

- Attract and promote women into non-traditional roles and support them to develop and succeed in those roles
- Build an inclusive culture that accepts and values the contributions of both women and men
- Review remuneration, promotion, development, talent and performance management and other underlying systems and processes to remove bias and create equality
- Promote family friendly work practices and identify opportunities to make flexible work options available to all employees regardless of gender
- Actively support employees on parental leave and ensure they are not unfairly disadvantaged in their career progression
- Cement our reputation as an 'employer of choice' for women in the construction industry

"Promoting gender balance and female participation and inclusion at John Holland is an essential pre-requisite for our business to achieve our strategic growth plans. We want John Holland to be first choice in our industry for women and will strive to achieve that as a key priority."

Joe Barr
CEO, John Holland

"The knowledge I have gained and the support I have received from John Holland as a young Engineer has been genuine and hugely motivating. The best aspect of working for John Holland is that they are a results-based company and foster their employees to develop both professionally and personally. With endless training available at John Holland I feel I have the tools available to help me progress in my career but more importantly I have the confidence to take on any challenges that my future career will present."

Sarah Telling
Site Engineer

