



HSES Industry Partners

Equity, Diversity & Inclusion Policy

HSES Industry Partners is a professional services company that provides trusted and practical advice to a broad range of industries on how to manage their obligations regarding workplace health and safety.

Our experienced team has worked on Australia's largest construction, maintenance, and mining assets, partnering with frontline workers and leadership to ensure all health and safety systems, documentation, and programmes work diligently to keep people safe.

We respect and welcome suitably experienced people of all age, gender, ethnic, neurodiversity and other marginalised groups within our organisation – in fact we recognise that as we grow as an organisation, that proactively seeking diversity will strengthen our service delivery to our clients. The experiences of each human on this earth is valid and filled with lessons to share with others. In some instances, these lessons can be applied to how we support our clients in their pursuit of quality and practical safety outcomes.

Our organisation recognises that there are some skills and characteristics that cannot be taught and these parts of who a person is can have a profound impact on the people around them. In this way, HSES Industry Partners also commits to supporting entry level job applicants from all backgrounds when we have an adequate number of experienced staff to support the growth of these people. We acknowledge that diversity comes from actively seeking out people that do not naturally have the pathways to access certain types of professions. We aim to build a culture that attracts and retains great talent from all backgrounds, as we support them to learn all the technical skills and gain all work exposure they require to thrive in their employment.

We hold a zero-tolerance approach on disrespectful behaviour being shown towards any of our team members by other team members, clients, or members of the public. As an organisation, we actively seek opportunities for our team to learn, connect and grow together to develop a healthy level of empathy and care for the people around them.

We carry this mindset with us in our own workplace and the workplaces of our customers.

The HSES Leadership Team reviews this policy every 12 months to ensure our words have impact and meaning to our full team every year of our operation.

This policy is available upon request to all interested parties.

Ashleigh Phillips
Founder & CEO

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