

Gender Equality Action Plan 2026-2028

ARA Electrical Engineering Services Pty Ltd Gender Equality Action Plan 2026-2028

Objective

ARA Electrical Engineering Services Pty Ltd (ARA) is committed to fostering a workplace where all employees have equitable access to opportunities, development, remuneration and career progression regardless of gender. This Action Plan supports our commitment to diversity, inclusion and workplace gender equality.

Key Actions

Focus Area	Action	Measure of Success
Recruitment	Use inclusive, gender-neutral language in job advertisements and recruitment materials.	Recruitment processes reviewed annually.
Workforce Participation	Encourage applications from underrepresented genders across all positions, including technical and leadership roles.	Increased diversity within applicant pools and workforce composition.
Equal Pay	Review remuneration practices periodically to identify and address potential gender-based pay disparities.	Pay equity reviewed as part of annual remuneration reviews.
Professional Development	Provide equal access to training, mentoring, apprenticeships and career development opportunities.	Participation rates monitored across workforce groups.
Leadership Development	Support employees from underrepresented groups to pursue supervisory and leadership opportunities.	Diverse representation within leadership development initiatives.
Flexible Work	Continue to support flexible work arrangements where operationally practicable.	Retention of employees with caring responsibilities.
Education & Awareness	Promote awareness of diversity, inclusion, respectful behaviours and unconscious bias.	Inclusion topics incorporated into workplace communications and training.
Workplace Culture	Maintain a workplace free from discrimination, harassment, bullying and victimisation.	All complaints addressed promptly and in accordance with company procedures.
Monitoring & Review	Monitor workforce demographics and review progress against this Action Plan.	Action Plan reviewed every two years.

Responsibility

The Managing Director and Leadership Team are responsible for supporting the implementation of this Action Plan. Managers and supervisors are responsible for promoting inclusive workplace practices, while all employees are expected to contribute to a respectful and equitable workplace.

Review

This Action Plan will be reviewed biennially, or earlier if legislative, operational or workforce requirements change.