

Australian Flexible Pavement Association Diversity and Inclusion Charter

The Australian Flexible Pavement Association (AfPA) is firmly committed to workforce diversity and inclusion, and to supporting workplaces that respect and value all people.

Workforce diversity provides many benefits from building organisational capability, through to increasing industry performance, adaptability and responsiveness. Inclusion benefits the overall health and wellbeing of our people, as well as promoting sustainability, innovation, efficiency and productivity.

The AfPA Diversity and Inclusion Charter is the national commitment by the AfPA Board to recognise and support a diverse and inclusive workforce and lead best practice strategies essential to our workforce and the communities we serve.

Charter Principles

- To recognise that diversity and inclusion is intrinsic to enhancing work performance and the wellbeing of everyone.
- To treat all people with respect regardless of gender, sexuality, ability, age, race, ethnicity, religion, culture or other attribute.
- To foster and strengthen equity and inclusion of employees, communities and stakeholders.
- To support and empower our workforce to feel that they belong, are valued and connected as part of the broader industry.



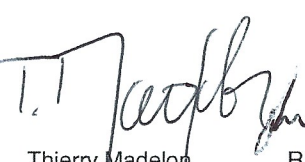
Charter Commitments

The signatories in endorsing the AfPA Diversity and Inclusion Charter make the following public commitments:

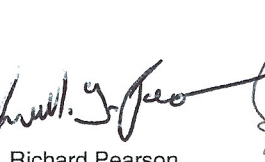
- We lead an industry association that reflects, promotes and contributes to the diverse environment in which our industry does business,
- We advocate and encourage diversity throughout the AfPA committees and its membership,
- We promote the benefits of an inclusive culture and attend and participate in activities and events in support of diversity and inclusion,
- We promote and lead best practice strategies in recruitment, retention and career progression in support of a diverse and inclusive workforce,
- We actively monitor diversity and inclusion programs and initiatives, and share examples of industry best practice,
- We support training opportunities, work placements and mentoring that identify, attract and retain underrepresented groups into the industry,
- We promote an inclusive and respectful culture across all workplaces,
- We promote that the design and function of all workplaces supports all people and promotes workplace flexibility,
- We work together to develop and adopt future protocols and practice that support the implementation of the aims of this Charter.



Rob McGuire
AfPA Board Director/
AfPA Board Chair
Category A Producer
Member
(Boral)



Thierry Madelon
AfPA Board Director/
AfPA Board Deputy Chair
Category A Producer
Member
(COLAS)



Richard Pearson
AfPA Board Director
Category A Producer
Member
(Fulton Hogan)



Sergio Cinerari
AfPA Board Director
Category A Producer
Member
(Downer Group)



Sebastian Chatard
AfPA Board Director
Bitumen Supplier Category A
(SAMI Bitumen
Technologies)



Mike King
AfPA Board Director
Bitumen Supplier Category A
(Viva Energy Australia)



Phil Chirnside
AfPA Board Director
Bitumen Supplier Category A
(Puma Bitumen Australia)



John Kypreos
AfPA Board Director
Category B Producer
Member Representative
(State Asphalt Services)



Kym Murphy
AfPA Board Director
Government Member
Representative
(Transport and Main Roads
Queensland)



Carlos Rial
AfPA CEO /
Company Secretary
(AfPA)

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