

# Gender Equity Policy

**VicForests believes that gender equity is an important principle, and that a culture which is diverse, equitable and inclusive benefits both our employees and the organisation.**

**VicForests recognises there is a gender imbalance within our organisation, and the broader industry.**

**VicForests is committed to removing any barriers that exist and ensuring equity and fairness for all genders, to ultimately achieve improved gender equality.**

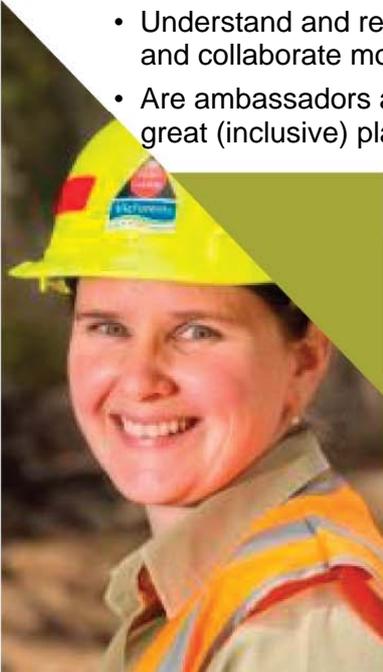
## Our Business

- Is built on a gender inclusive culture that empowers our people and harnesses their differences to maximise team and business performance
- We will model and advocate for gender equity in the broader industry

## Our Leaders

- Hold themselves accountable for gender and other diversity outcomes
- Consistently demonstrate inclusive leadership behaviours
- Lead by example and act as role models for our culture and values

## Our People

- Help create an inclusive, productive workplace
  - Engage fully, trusting their contribution will be recognised and rewarded
  - Understand and respect individual differences and collaborate more effectively
  - Are ambassadors and recommend us as a great (inclusive) place to work
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## What does Gender equity mean?

Gender equity means that all employees can access and enjoy the same rights responsibilities resources and opportunities regardless of gender.

At VicForests our aim is for :

- employees to have equal remuneration for work of equal value
- employees to have equal opportunities and access to both formal and informal opportunities for development and growth
- employees to have every opportunity to apply for roles, and appointment to roles to consider gender blind selection
- workplace flexibility to be clearly defined, communicated and applied to all, equally
- the removal of barriers to the full and equal participation in the workforce, and to address any gender bias in our organisation
- gender issues to be considered in our planning and policy development, and employees to have an understanding of the issues related to gender equity
- strategies that encourage the recruitment, retention and progression of women to be supported.