



GENDER EQUALITY POLICY STATEMENT

With over 100yrs experience Lowcock Builders is a fast growing, highly experienced and respected commercial & residential construction company servicing Bowen and The Whitsundays.

We are committed to providing a safe, inclusive place of work and do not discriminate based on a persons gender, colour, cultural background, ethnicity, sexual preferences, religious beliefs or any other characteristic.

This policy provides objectives specific to gender equity.

OBJECTIVES

We are committed to:

- Ensuring our recruitment strategies are aimed to attract both male and female candidates;
- Providing both women and men access to equal opportunities and outcomes, including equal remuneration for work of equal or comparable value;
- Removing barriers to the full and equal participation of women in the workforce;
- Providing full and genuine access to all occupations, including to leadership roles for women and men, based on merit;
- Driving a culture where rewards are directly linked to employee contributions and performance;
- Eliminating discrimination on the basis of gender particularly in relation to family and caring responsibilities for both women and men;
- Ensuring training and development opportunities exist for both male and female staff;
- Ensuring we develop suitable internal policies and processes to protect females working in nontraditional roles from any unwarranted harassment or discrimination.

This policy applies to all positions within our company. We will actively implement this policy throughout our company through ongoing communications with staff and an ongoing awareness to engage both female and male candidates for all future positions.

John Lowcock, Managing Director
09/06/2025