



SCS Together

Diversity, Equity,
and Inclusion (DEI)
Strategy 2026-2029

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VISION

At SCS Group, we believe our greatest strength is our people.

Our vision is to build a workplace where every individual – regardless of background, identity, or experience – feels valued, respected, and empowered to thrive.

We aim to reflect the diversity of the communities we serve across Australia and foster a culture of belonging, fairness, and opportunity that enhances both individual and organisational success.

PROGRAM NAME: “SCS TOGETHER”

SCS Together represents unity, respect, and inclusion – the belief that when we stand together, we grow stronger together.

This program will guide our DEI commitments across the business, embedding inclusion in how we recruit, train, engage, and support every member of our SCS family.



PURPOSE

The purpose of SCS Together is to define the actions, behaviours, and systems that strengthen diversity, equity, and inclusion within our business and align with our broader company values of fairness, respect, communication, safety, and enjoyment.

This strategy will:

- Help us attract and retain diverse talent who reflect our community.
- Ensure equal access to opportunities and fair treatment for all employees.
- Encourage a culture of listening, learning, and collaboration.
- Enhance engagement, safety, and well-being across all worksites.

GOALS

Our DEI goals are designed to promote fairness, inclusivity, and respect across all areas of our operations:

1. **Representation:** Build a workforce that reflects the communities and clients we serve.
2. **Fairness:** Ensure equitable opportunities for growth, recognition, and advancement.
3. **Inclusion:** Foster a culture where all voices are heard and respected.
4. **Leadership Commitment:** Ensure leaders at every level champion and model inclusive behaviour.
5. **Continuous Improvement:** Regularly measure progress, listen to feedback, and adjust our approach.
6. **Community Connection:** Partner with suppliers and clients who share our DEI values.

Focus Area	Objective
Talent Acquisition	Integrate inclusive hiring practices and ensure equal opportunity for all applicants.
Workplace Culture	Promote respect, teamwork, and open communication that encourage belonging and inclusion.
Training & Awareness	Provide training on cultural awareness, bias reduction, and inclusive leadership.
Career Development	Create pathways for professional growth across all levels and job types.
Recognition & Celebration	Celebrate diversity through events, storytelling, and acknowledgement of cultural days.
Supplier & Client Relationships	Work with partners who align with our DEI vision and values.

OBJECTIVES & FOCUS AREAS

1. Talent Acquisition & Recruitment

Objective: Ensure equitable recruitment practices and actively attract diverse candidates.

Actions:

- Review job descriptions and adverts to use inclusive language.
- Introduce structured interview frameworks to reduce bias.
- Partner with community and migrant support organisations to reach diverse talent pools.
- Track applicant diversity data (gender, age, cultural background) for transparency.

2. Career Development & Progression

Objective: Provide fair access to learning and advancement opportunities.

Actions:

- Establish a Mentorship Program (building on the current SCS initiative) to support diverse talent growth.
- Offer leadership and communication training to all emerging leaders.
- Conduct annual pay equity reviews to ensure fairness across roles and genders.
- Embed DEI principles into performance and succession planning frameworks.

3. Training & Awareness

Objective: Build awareness and accountability for DEI across all levels.

Actions:

- Deliver annual DEI and unconscious bias training for managers and teams.
- Incorporate DEI topics into onboarding and safety inductions.
- Celebrate days of significance (e.g., NAIDOC Week, International Women's Day, Harmony Week).
- Include DEI leadership objectives in manager KPIs.

4. Culture, Belonging & Engagement

Objective: Foster a culture where everyone feels respected, valued, and heard.

Actions:

- Conduct annual culture and inclusion surveys to track belonging and engagement.
- Promote flexible work practices and inclusive rostering.
- Launch internal campaigns to share "Voices of SCS" – celebrating diverse employee stories.
- Encourage employee participation in community and volunteering programs.

5. Partnerships & Procurement

Objective: Strengthen DEI through our supply chain and partnerships.

Actions:

- Give preference to suppliers that demonstrate inclusive and equitable practices.
- Engage Aboriginal and Torres Strait Islander businesses where possible.
- Include DEI alignment questions in supplier vetting processes.

6. Leadership & Accountability

Objective: Ensure leadership drives and owns DEI outcomes.

Actions:

- Establish a DEI Committee (see below).
- Present quarterly DEI progress updates to the Executive Team.
- Integrate DEI goals into annual business plans.
- Recognise and reward leaders who champion inclusion.

SCS Group DEI Committee

Purpose: To guide, implement, and monitor DEI initiatives across the business.

Composition:

- Chair: CEO/HR TBC
- Representatives from each State (VIC, NSW, QLD, SA, WA)
- Operations and Corporate function representatives
- Volunteer employee members from diverse backgrounds

Responsibilities:

- Review DEI progress quarterly
- Promote inclusive practices within their state/department
- Provide feedback from teams to HR and leadership
- Lead state-based DEI events and initiatives

MEASUREMENT & REPORTING

Progress will be reviewed quarterly and reported annually to the Executive Team.

Metrics include:

- Workforce demographics and representation
- Employee engagement and inclusion scores
- Pay equity analysis
- Training completion rates
- Retention and promotion data
- Feedback from DEI Committee and surveys

COMMUNICATION PLAN

Audience	Key Messages	Channels
Employees	DEI goals, training, events, recognition, committee and updates	Intranet (EH) team meetings
Candidates	Inclusive culture, career opportunities, Great Place to Work	Careers Page, LinkedIn, job boards
Clients & Partners	DEI commitments and achievements	Proposals, reports, social media
Suppliers/BPs	Supplier diversity expectations	Policies

CONCLUSION

Diversity, equity and inclusion are not standalone initiatives – they are the foundation of how we lead, work, and succeed together at SCS Group.

Through this three-year strategy, we are committing to real, measurable, and lasting change – ensuring that every individual, at every level, feels a true sense of belonging and pride in being part of the SCS family.