

Ratio Consultants

Employee Value Proposition

Diversity
&
Inclusion

Professional
& Personal
Development

Cultural,
Engagement
& Wellbeing



ratio:

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EVP – Diversity & Inclusion

Ratio has established a reputation for attracting a diverse workforce that includes a range of ages, ethnicities, religions and world views. Diversity and inclusion are equally as important and we have been able to foster a culture whereby employees feel comfortable in bringing their “full selves” to work. We believe we have created an environment where employees feel valued, respected and empowered. Where individual interests are supported and where flexibility is encouraged.

Ratio has dedicated company policies that reinforce our commitment to a **diverse workforce and ensuring that our workplaces are free from discrimination and harassment. As such ratio: is an equal opportunity employer committed to providing a safe environment where all employees are treated fairly and with dignity.**

These policies include, but are not limited to, our Working from Home Policy, the Equal Opportunity & Anti-Discrimination Policy, Parenting Policy, Study Support Program and Family Employment Policy.

Through experience, we have found that embracing diverse thinking is crucial in generating ideas and getting useful feedback while at the same time creating an environment where everyone feels relevant and part of a shared mission.

Having a diverse workplace means differences exist, and inclusion takes it forward to ask how everyone can feel valued.

At Ratio, we strive to understand what our staff need in policies, processes and physical spaces to feel valued and included.

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EVP – Professional & Personal Development

At Ratio, we recognise that **we should never stop learning**. So, professional development is a core driver of our commitment to become an employer of choice. We are committed to creating an environment where staff are more engaged in their professional development choices and feel free to collaborate with management to effectively reach their goals. We actively encourage the sharing of ideas and initiative is rewarded.

Our professional and personal development initiatives include :

- Mentoring program
- Think Tank
- Speaker's Club
- Business Development Forums
- Memberships of industry organisations such as Planning Institute of Australia and the Property Council of Australia
- Attendance at industry conferences, lectures and workshops
- Study Tours
- Internal workshops and knowledge sharing
- Moot Court (VCAT Hearing practice sessions)
- Public speaking training
- Monthly presentation of ideas, project snapshots and key staff achievements

Ratio recognises that our staff are our greatest asset. We are committed to promoting and encouraging an effective work/life balance and actively seek to provide a professional, fun and social environment for all our staff.

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EVP – Cultural, Engagement & Wellbeing

At Ratio, we believe that a good work-life balance means you have harmony between the different aspects of your life. A healthy work-life balance is not only important for health and relationships, but it can also improve our productivity, and ultimately performance.

As a result, we are committed to providing an environment and a culture that embraces a healthy working environment and enables staff to juggle the demands of their work and personal lives. Our Cultural, Engagement & Wellness Committee works hard to create an extensive and ever changing calendar of events in which staff are able to participate. At the end of the day, it's about engagement and most of all, fun!

“Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do”

Steve Jobs.

Wellness Initiatives	Events
Quiet Room	Annual Golf Day and BBQ
Mental Health “Healthy Bites” Quarterly Sessions	Ratio Quiz Night
Mentoring Program / Buddy System for New Staff	Corporate Games & Corporate Triathlon
Coffee Club / Yoga Sessions / Meditation Groups	End of Financial Year Dinner (June) & Christmas Party (December)
Ratio Day – an additional “free” leave day in November	Fortnightly Friday Night Drinks
Weekly fruit delivery, great coffee machines on all levels	Annual Family Picnic as well as Movie Night
Excellent End of Trip facilities – bike room, shower rooms, towels etc	Cycling Class and Walking Group
Onsite recreational area with table tennis, darts, handball & BBQ	Christmas Food Drive, Biggest Morning Tea

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