

BRIDGEMAN SOCIAL INCLUSION STATEMENT POLICY

Bridgeman is an Indigenous owned, operated and Supply Nation certified company. We have been delivering end-to-end solutions in Queensland and across Australia for more than 25 years. Our company operates across the primary areas of metal manufacturing and construction solutions.

At Bridgeman being socially included means that people have the resources, opportunities, and capabilities they need to:

Learn (participate in education and training);

Work (participate in employment, unpaid or voluntary work including family and carer responsibilities).

Engage (connect with people, use local services, and participate in local, cultural, civic, and recreational activities); and

Have a voice (influence decisions that affect them).

Resources refer to the skills and assets people have such as:

Individual Resources

- Health
- Life goals/aspirations Personal/life skills Work history/skills
- Educational qualifications Income/financial sources Social network
- Individual motivations & responsibility

Family Resources

- Housing Home environment
- Family health
- Parental employment
- Family background

Community Resources

- Infrastructure Transport Services Economic activity
- Environment/safety Culture/norms
- Community identification
- Social cohesion
- Communal problem solving

Capabilities refer to an individual's ability. (or agency) to use resources and opportunities to achieve the outcomes they wish.

Opportunities refer to the environment (or structure) that enables individuals to use their capabilities and resources to achieve the outcomes they wish.

The system of resources and participation can be mutually reinforcing. Resources help to support capabilities and opportunities, allowing people to make choices about how they wish to participate in society. In turn, participation, such as in work, training or connecting with friends, can then help to build people's resources such as work experience, qualifications, or support networks, which assists further participation.

At Bridgeman we recognise that when there are gaps in resources, opportunities, and capabilities that it can lead to people not fully participating in society. In such cases people can become socially excluded.

The team at Bridgeman make it a priority to maximise inclusion with it employing team members from many different ethnic and indigenous backgrounds.

Therefore, we have adopted the following guiding principles:

Aspirations

- **Reducing disadvantage**
Making sure our team members who are in need benefit from access to good health, education, and other services.
- **Increasing social, civic and economic participation**
Helping everyone get the skills and support they need so they can work and connect with the community, even during hard times.
- **Providing a greater voice, combined with greater responsibility.**
Making sure we give our team members a say in how they work and assisting them to become aware and take responsibility to make the best use of the opportunities available.

Approaches

- **Building on individual strengths**
Taking the time to understand our team members' individual strengths and make the most of these, including the strengths of our Indigenous team members and people from the many cultures that we employ from.
- **Building Partnerships with Key Stakeholders**
Governments, organisations, and communities working together to get the best results for our team members in need.
- **Giving a high priority to early intervention and prevention**
Heading off problems by understanding the root causes and intervening early where possible.

- **Planning for sustainability**
Doing things that will help people and communities deal better with problems in the future, as well as solving the problems they face now.

Yours sincerely,



Adam Sarota
Managing Director

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