



# QUAY CONSULTING

## Diversity Policy

CURRENT AT FEBRUARY 2019

Quay Consulting's Diversity Policy reflects the many differences between the people within our organisation. For us, diversity encompasses acceptance and respect.

It is an understanding that each individual is unique and that we recognise the individual regardless of gender, ethnicity, cultural background, age, sexual orientation, physical ability, or religious beliefs.

We consider our talented and diverse workforce as a key competitive advantage: our business success is a reflection of the quality and skill of our people, whose capabilities and experiences is an asset to our business and to our clients.

### A Culture of Respect

Quay believes in treating all people with respect and dignity, with a founding mandate from our principals to build a culture based on 'treating every individual in the same manner as they themselves wish to be treated.'

We strive to create and foster a supportive and understanding environment in which our people can realise their maximum potential within the company, regardless of their differences.

We are committed to employing the best people to do the best job possible based on the belief that

the diversity of our people makes us more creative, flexible, productive, and competitive.

### A Safe and Pleasant Working Environment

Quay is committed to providing a safe and pleasant working environment for all of our employees, with the following principles:

- Our workforce is very diverse and reflects the diversity of our clients
- **Equal pay:** We pay our people based on skill, experience and best fit for the role
- **Flexibility:** We offer flexible working to support our staff's individual needs.
- **Parents back to work:** We offer flexible work arrangements to support skilled staff who are re-entering the workforce after taking time out to start and raise their families.
- **Zero tolerance:** We have a zero tolerance policy where sexual harassment, bullying or any form of harassment occurs in the work place.

- **An inclusive workplace:** We offer a truly inclusive workplace where every individual can shine, irrespective of gender, cultural identity, age, workstyle, disability, or approach. We actively foster an inclusive culture with openness, honesty and integrity.
- **Open door management:** Our management team have an open door policy where every individual is encouraged to contribute.

Our commitment to diversity is led by the Head of People and Culture who is responsible for ensuring that our diversity policy is articulated in the day to day running and the strategic direction of the company.

## More Information

To find out more about how Quay applies its Diversity Policy, please contact **Orla Kassis, Head of People & Culture** on 02 9098 6300 or via [okassis@quayconsulting.com.au](mailto:okassis@quayconsulting.com.au).

## Quay Leadership Team



### Rod Adams

#### Co-Founder

Rod has over 15 years' experience in the Information Technology and Finance sectors. He specialises in Project and Program Management, having delivered large transformational projects and programs of work.



### Michael Bolton

#### Co-Founder/Managing Director

Michael has held senior management roles in International IT companies including International Vice President of Finance and International Managing Director for Global Distributors BI solutions.



### Mike Kaye

#### Principal

Mike Kaye is recognised internationally for his ability to synthesise strategic thinking, innovation and complex PMO delivery to reinvigorate growth and inspire change.



### Orla Kassis

#### Sales Director

Orla Kassis joined Quay in 2008 as Director of Business Development, bringing with her an extensive background in steering young and growing businesses through rapid growth.



### Maree Brissenden

#### Senior BDM

Maree is a natural problem solver with more than 20 years' experience working in strategic initiatives within government, higher education, financial services, and the commercial projects.



### Wayne Keavy

#### Architect Practice Lead

Wayne has been involved in IT for over 30 years and has held senior roles in Enterprise Architecture, IT Management and Systems Delivery.



### Chris Smith

#### BA Practice Lead

Upon engagement with stakeholders and users alike, Chris endears trust, he creates the ideal situation for people to be open, honest and transparent.



### Pramod Goel

#### Test Management Practice Lead

Pramod specialises in delivering critical testing projects, bringing with him over 15 years of testing and quality assurance in a comprehensive span of industries.

## About Quay Consulting

Quay Consulting is a professional services organisation operating in the project landscape, transforming strategy into fit for purpose delivery via Project Management & Delivery, Project Advisory and Project Capability Uplift. Contact us on 02 9098 6300 or visit our website for more information.

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