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### Welcome.

#### We're so glad to have you here!

You've proven that you have the potential to perform to the highest standard in the construction industry. Congratulations on joining our graduate program, where you'll be given the opportunity and knowledge to stand out as a future leader in our business.

During the program, we'll get you to rotate through different parts of the business. You'll work closely with senior management and specially selected mentors who will engage with you on live projects. This will help you to develop your knowledge of how we operate and most importantly, help you work out the areas in which you excel.

You will also participate in workshops to explore and optimise a range of behavioural skills which will get you ready for working at Icon. You'll participate in broad real-world experiences and opportunities to develop key skills and competencies that you'll be able to call on for the rest of your career.

Have a look through this handbook to get an idea of who we are and what we do. Read through *Your Journey*, which will outline how the program is structured and the exciting experiences we have planned for you.

We want you to get the most out of this program and prepare you for an exciting career with Icon. So, challenge yourself, ask questions, listen and learn, embrace the experience and have fun.

All the best.

"We offer flexible and inclusive working environments, unique and inspiring career opportunities and a range of additional employee benefits."



# Who we are.

You're joining a team who can deliver projects of any size, to any scale, anywhere.

That's because we're one of Australia and New Zealand's largest construction providers. We've got over 75 projects in the pipeline ranging in size from \$500k to \$500 million, and annual revenues in excess of \$1.4 billion.

Our 800+ employees, located across Australia and New Zealand are working on:

- social infrastructure
- commercial offices
- health and laboratories
- aged care facilities
- built-to-rent and traditional residential properties
- student accommodation
- defence projects
- leisure and tourism
- sport and recreation
- technology and heavy industrial projects.

So, as you can see, we're a business that offers an outstanding range of services and a team of experts who bring experience from a variety of sectors and regions. 160 Years of operation \$1.4b+ FY21 Turnover 75+ Current projects



# What makes us unique.

We are proudly part of the Kajima Corporation.



You are joining a partnership that gives you access to established networks and diverse capabilities that could generate all sorts of opportunities across the Asia Pacific and the United States.

Kajima are a Japanese construction powerhouse with 180 years' experience and over 19,000 employees across 20 countries.

With a track record of investing in high performance businesses like Icon and helping them grow, Kajima's involvement provides us with the financial resources and technical expertise to expand locally and internationally. This allows us to confidently offer project solutions anywhere in the world.

This financial strength is what distinguishes us within the construction industry.

With the support of Kajima, we meet our client's expectations by working as one. We've united our diverse operations as a single collaborative culture. This means you'll have access to a range of fantastic career pathways across the company so you can follow your passions and interests.

Take a look the information on our subsidiary companies, Minicon and BARPA.



# Our subsidiary companies reinforce our diverse range of operations and provide you with a variety of career opportunities.



Working for Icon gives you access to Minicon - a small, nimble construction business wholly owned by Kajima that develops smaller projects.

Minicon is an autonomous business operating in Victoria, NSW and Queensland that focuses on high quality projects that range from \$5 million to \$40 million.

The company benefits from Kajima and Icon's expertise, financial capacity and corporate strength

and delivers projects in the health, education, commercial and high-end luxury residential space.

Minicon has a great company culture and can offer you opportunities to collaborate closely with clientele, designers and contractors who love what they do and are proud to be able to do it.





Barpa is a standalone, majority Indigenous owned and operated construction company that has grown to become a model for Indigenous entrepreneurship, empowerment and business.

As a partnership between the Federation of Victorian Traditional Owner Corporations and Icon, Barpa builds on the strengths of the two entities to offer an Indigenous solution for capital works projects.

As a partnership between the Federation of Victorian Traditional Owner Corporations and Icon, Barpa builds on the strengths of the two entities to offer an Indigenous solution for capital works projects.

The company has offices located across Australia and offers a full construction capability that includes experience delivering in regional and remote locations.

Barpa's goal is to use the opportunities available in the construction industry to create a platform that enables investment in Indigenous programs and initiatives as driven by the priorities of our community of Indigenous owners.

Barpa represents a synergy between the oldest continuous culture in the world and the oldest construction company in Australia.



# What we believe.

Our workplace culture underpins

our world-class team.

Our four core values focus on building a strong culture that bonds our people and drives our business. A strong culture means we can share our goal to create the best results for the project, for the client and for us.



### Our core values define who we are and how we operate:

#### We think people.

We recognise that people are our most important asset.

- We look out for each other.
- As our most important asset, our people are top of mind in everything we do.
- We create safe, healthy and supportive workplaces that celebrate diversity and allow our people and the community to thrive.

#### We're act together.

Trust and respect define our relationships.

- We are stronger together.
- We know actions speak louder than words.
- Consistently working as a unified team delivers higher quality outcomes for everyone.
- Our people embody a collaborative spirit, working with our clients, partners and the local communities as a collective force wherever we operate.

#### We create possibilities.

We strive to improve at everything we do.

- We know it takes hard work to get the job done.
- We are passionate about setting new benchmarks for our industry and take pride in delivering superior outcomes.
- We are openminded and solutions driven, taking responsibility for our actions and demonstrating leadership, especially when faced with challenging situations.

#### We earn success.

We are driven to achieving our goals.

- Our highly skilled team strives to excel at everything we do.
- We consistently challenge ourselves to be the best we can be and recognise that creativity, innovation and continuous improvement are the key to earning sustainable success.

# We believe our people are our greatest asset and we pride ourselves on strong retention of talented people.

We achieve this through strong leadership, empowering our people, and supporting their ongoing development. We are a growing business with a reputation as a building construction services contractor that cares about and delivers on the safety, quality, professionalism, and development of our people. We are focused on attracting the highest calibre of professionals to our organisation.

We are committed to providing exciting opportunities and career path progression through our training and development programs. We offer flexible and inclusive working environments, unique and inspiring career opportunities and a range of additional employee benefits. We will continue to invest in building a high performance culture to deliver quality results.



**Evan Byrne** CEO/Managing Director





### What we do.

We help our clients with more than just construction.

You'll need to bring a professional, collaborative and honest approach to each project you work on and deliver our clients solutions rather than problems so we can achieve the best quality outcome.

You're joining a team that offers:

- the combined experience of one of the industry's oldest contractors
- exceptional design management and buildability expertise
- value for our clients without compromising quality
- solutions-based innovation and thinking to challenging projects
- financial stability and extensive technical expertise
- the ability to deliver projects on-time and in budget.

Here's how we do it:

#### We get everyone involved early

Collaboration and communication is key to any project. You'll help us utilise our deep sector-specific construction knowledge and relationships with contractors to get them involved early. Doing this means that we reduce risk, but most importantly, help refine the client's design brief.

#### We excel in project management

We help clients with project delivery by getting involved with pre-acquisition, appointing design teams and creating feasibility budgets. You'll get involved in managing the entire project through to successful delivery. We have a great track record for collaboration which has resulted in an enviable level of repeat business from our client base.

#### We manage the design for our clients

We noticed early on that we could add great value to our clients by managing the design on their behalf. By calling on our strong in-house architectural and engineering knowledge, you'll learn how we drive the projects to ensure the design balances high value creation for our clients with the reduced risk.

We're also directly linked to Kajima's global network of design experience and its KaTRI research and development facility that invests over US\$100 million a year pursuing emerging construction technologies. Our teams include staff accredited in Green Star™, NABERS, and Building Information Modelling (BIM) disciplines. This means we are accredited to develop buildings with lower environmental impacts and running costs that give our clients an advantage with prospective buyers, renters, procurement teams or hotel guests.



#### How we live quality - in every way

We are a team who stands for what we build. And a business that stands the test of time.

With 160 years of success stories in delivering quality outcomes, Icon has earnt its position as a deeply experienced and truly diversified builder in Australia and New Zealand.

We're at our best when we're working as one with client, project and subcontractor teams, to get the job done with full commitment to a quality project and the relationships we forge along the way.

Delivering quality is front and centre of the Icon business. We recognise that to continue creating possibilities with our partners we need to live quality in every way.

Icon is the quality-driven, construction partner that you are looking for with unrivalled capability, diverse sector experience and an impressive track record that set it apart in the ANZ region.

We are a dynamic construction entity with the financial backing, integrated systems and high-performance culture that enable us to reinvent ourselves and respond to the market challenges, and opportunities, of today and tomorrow.

This powerbase enables us to remain competitive. Our depth of experience and powerful industry relationships enable us to drive cost effective outcomes with high quality results.

With a history of honourable dealings, Icon's willingness to solve problems head-on and to building lasting relationships empowers our teams. This is the cornerstone of our corporate and project culture.

Our approachable and straight-forward people strive to build trusted relationships where open, honest conversations help to cut through the noise and focus everyone involved on delivering an all-round superior outcome.

Celebrating 160 years of success in delivering high quality buildings and outcomes, we have a financially sustainable future and the depth of experience that provides clients the assurance they need to feel secure in dealing with Icon.

We look forward to a bright future where we can fulfill our vision to build safely with excellence and integrity for the next 160 years.

#### We help clients finance their projects

With financial backing of Kajima and its strong relationship with international funding partners you'll learn about how we organise and participate in a range of financing options to assist clients in their developments.

#### We participate in IPD projects

We're also involved in projects that use the Integrated Project Delivery (IPD) model. We'll introduce you to the joint project execution 'charter' we've created that outlines the shared objectives of our integrated team wand helps us demonstrate the benefits of IPD.



Your journey.

We are committed to providing you with opportunities and career path progression through this program and we're excited that you're bringing a range of skills and experiences to our business.

To get the most out of your abilities we will work with you to develop and integrate them into your work with us.

On your journey you'll develop a broad understanding of the entire construction process, helping you decide the area of the business you enjoy working in.

The program will take you two to three years to complete and includes a mix of formal training, assessments and activities that are designed to help you develop your skills.

Let's take a look at the training program in more detail.



# What you'll learn.

You'll explore our business, our people and the broader construction industry and learn how our teams operate as they deliver complex and challenging projects.

Here are the key objectives of the program:

To train you to be a future leader of the company.

To provide you with a balanced work, study and home life.

To give you options and paths for career progression.







To achieve these objectives you'll be placed in a broad range of roles that expose you to the entire construction process, including:

- Estimating and Tendering
- Design Management
- Workplace Health and Safety
- Quality Management
- Contract Administration
- Site Supervision
- Project Delivery.

# You'll learn by doing.

To get real-world experience, it's best that you learn on the job. So, we've set up the program to focus your energy while you get your hands dirty!

You'll be assigned special projects and learn through observation and practice with the support of experienced industry professionals.

This will help you gain practical skills and techniques to navigate your way towards employment at Icon.

Here's how you'll learn by doing at Icon:

- Participate in team meetings
- Attend meetings with clients
- Understand how the different parts of the business operate
- Learn the roles of others
- Network and interact with the senior leadership team
- Take part in a project review
- Apply what you learned in the six workshops
- Complete assessment modules.

"I really enjoyed being out on site and getting to be involved with the start to finish process of a building whilst constantly learning new things... Every site team I have worked with have all been very involved and willing to help each other out."

#### Sophie Barmby,

Graduate, started with Icon Feb 2016



# You'll learn through others.

Our experienced industry professionals are here to help you!

As you learn on the job you'll have access to our mentor team, both face-to-face and online. They can offer technical support and insights into leadership and coaching via stories of their own experiences.

Here's how you'll learn through others at Icon:

- Access subject matter experts via a shared graduate platform
- Get feedback from others on performance and outputs
- Buddy up with a co-worker to share experiences and knowledge
- Share knowledge with others what works, what doesn't etc.
- Ask others for feedback, opinions and guidance
- Learn from industry associations and key figures
- Build your network and learn from them
- Follow leading industry blogs and participate in them
- Read whitepapers and research papers
- Watch YouTube videos
- Listen to podcasts.

"Embrace all learning opportunities that are provided and don't be afraid to speak up when you need a hand. Every time you don't know something there is someone happy to help, whether it be a manager, colleague or contractor."

Daniel Di Roberto,

Graduate, started with Icon Feb 2017

# You'll learn specific skills.

As you learn on the job with the support of our mentors, you'll also participate in six online workshops, spread across two years.



Here're the specific skills you'll learn at Icon:

Session 1 - Month 3

FOCUS:

#### **Mindset**

How to easily flip our thinking and mindset at work.

90 minutes, delivered online

Session 3 - Month 9

FOCUS:

#### Communication

How to master the art of communication so we can adapt our style as needed.

90 minutes, delivered online

**Session 5 –** Month 18

**FOCUS:** 

#### **Priorities**

How to juggle a changing priority order and meet deadlines.

90 minutes, delivered online

Each of these 90-minute online sessions will help you develop specific behavioural skills as you participate in group discussions, reflection activities, roleplay and brainstorming sessions. Session 2 – Month 6

**FOCUS:** 

#### Resilience

How to use tools to be resilient and apply simple strategies to work though 'the dip'.

90 minutes, delivered online

**Session 4** – Month 12

FOCUS:

#### **Time**

How to keep focused on what matters and your energy levels high.

90 minutes, delivered online

Session 6 – Month 24

FOCUS:

#### **Adaptability**

How to think on our feet and handle change, resistance and ambiguity.

90 minutes, delivered online

Here are some more details on each workshop:

#### Flip Mindset

#### Explore how to change your mindset at work.

A team's success can be traced back to mindset. It's the foundation for good work, the right attitude and healthy collaboration. Without taking the time to understand mindset and set it up the right way, efforts can be undermined and relationships strained. Changing your mindset is key to putting the emphasis back on development.

#### What will you learn in this session?

- How to change your mindset
- How to flip your thinking and reframe
- How to apply effort and application to tasks
- How to persevere and not make excuses
- How to appreciate different perspectives.

#### **Build Resilience**

#### How to use tools to be resilient and apply simple strategies to work though 'the dip'.

In an uncertain world, we need resilience more than ever. Teams face new technologies, change and dynamic working conditions as a regular thing. More than anything, they need the tools to manage these conditions and deal with an unknown future. This means they can be flexible, agile and thrive in even the trickiest situations.

#### What will you learn in this session?

- · How to be accountable and responsible
- · How to successfully adjust your mindset
- How to regulate your emotions consistently
- How to handle ambiguity and constant change
- How to be gritty and committed to the 'long haul'.

#### **Master Communication**

### How to master the art of communication so you can adapt your style as needed.

When we think about communication, we immediately think about language. It's more than this though; it's tone, facial expressions, gestures, 'what you don't say', and it's often the unspoken feelings that dominate the way a team works together (or not together). It's true that teams who value authentic communication enjoy better, healthier relationships.

#### What will you learn in this session?

- How to recognise the four communication styles
- How to know your 'default' style when feeling threatened
- How to regulate your 'default' communication style
- How to handle poor communication in others
- How to practise assertiveness and seek the 'win-win'.

#### **Manage Time**

#### How to keep focused on what matters and your energy levels high.

There are two sides to this 'time management' coin. It's about both maximising the hours in a day and keeping energy levels healthy. Teams who recognise the importance of both are better placed to avoid burnout and produce quality work with efficiency. Figuring out the working rhythm that fits best gives teams the autonomy they need to excel.

#### What will you learn in this session?

- How to deal with procrastination and perfectionism
- How to design productive working rhythms
- How to apply strategies to regulate bad habits
- How to use 'tiny tweaks' to improve consistently
- How to apply a focused working approach.

#### **Set Priorities**

#### How to juggle a changing priority order and meet deadlines.

We might think priority setting is easy – it's just a to do list, right? Well, not exactly. Setting priorities thoughtfully takes a bit more than just grabbing some paper and a pen. It's about strategic thinking, sorting, synthesising and, above all, moving things into action. Getting the right things in the right order to be done at the right time.

#### What will you learn in this session?

- · How to identify and act on 'quick wins'
- How to strategise and design workflow
- How to optimally sort and synthesise information
- How to hone in on high-value activities for maximum impact
- How to manage distractions, interruptions and changing priorities.

#### **Adapt Thinking**

How to think on your feet and handle change, resistance and ambiguity.

Cognitive flexibility is an essential skill for the future of work. Modern workplaces are becoming increasingly fast-paced and change is something we deal with every day. With new technologies and flatter organisational structures, we need to learn how to 'think on our feet', welcome change and embrace uncertainty. It's not just about agile teams, it's about agile minds.

#### What will you learn in this session?

- How to respond to change and adapt your thinking
- How to challenge biases to see clearly
- How to adopt different points of view
- How to believe in the power of 'rewiring' your brain
- How to overcome resistance and face challenges.

#### National face-to-face event

Each year you'll participate in a one day national face to face event where you will:

- Meet members of the executive
- Spend time with your peers and share your stories and experiences
- Participate in some fun yet challenging learning experiences
- Have access to mentors and subject matter experts around our business
- Listen, learn and have some fun!

### The benefits.



As well as an action-packed training program and a great working environment you'll also benefit from the following:

- Extra Annual Leave: Additional time off to allow you to better balance your work and life commitments
- Work Life Balance Days: Paid days off during the year
- Site visits and graduate meetings
- Regular social and sporting events
- Generous paid Parental Leave benefits
- A continuing focus on your career development
- A competitive starting salary.

Check out some of the exciting projects our cadets and graduates have recently been involved in.



# Meet some graduates.

#### **Christian Calderan**

#### Why did you decide to join the construction industry?

The idea of telling people that I was involved in a particular project grabbed me. Looking back after completing a project and saying I was part of the team that delivered it was exciting.

#### Why did you choose to join Icon?

The way the cadet program was explained intrigued me. Compared to what my friends were doing in other companies, I was confident that the chance to learn through the program would give much more structure than what was being offered elsewhere.

#### What do you love about working for Icon?

The company culture and the people I've worked with have been excellent. They've always given me an opportunity to learn and take control of additional responsibilities to help me better understand the industry and my role wherever I've been.

#### What other Projects have you worked on since you joined Icon?

Russell Lea Public School, Opal Tower Remediation & Fairvale High School.

#### What are some of the challenges that you have faced on site?

Buildings move quick, so you need to keep up with the pace. I've had to look much further down the track than I would usually have done and organise myself so I could keep on top of my work and the responsibility of my role.

#### What advice would you give to new Graduates or Cadets joining the team?

If joining Icon was your first time within the industry, do not worry about what others will think about your ability. You're incredibly green, and everyone knows it. Focus on showing the right attitude and commitment to your role, and you'll be pushed and given guidance as you progress throughout your career.

#### **Haydon Gassman**

#### Why did you decide to join the construction industry?

My interest in the construction industry began when my parents decided to build a house. Although at this stage I didn't understand much about construction methodology I enjoyed visiting the site every couple of weeks and seeing the progress.

I initially started university studying Town Planning however I decided the construction industry had a more hands on nature and was more appealing to me.

#### What opportunities does Icon provide (eg. Career progression, on the job learning)?

Icon offer great career opportunities with large scale projects across multiple countries. I believe Icon produce a high end product and take pride in what they do.

#### What other Projects have you worked on since you joined Icon?

Since joining Icon I have worked on 4 major projects ranging from \$75-115 million in value. Each project has its own challenges and offers exposure to new areas of the industry.

#### What are some of the challenges that you have faced on site?

Time management is something I struggled with when I first began on site. Balancing full time work and full time uni is something that becomes very difficult without proper time management. This is a skill that I am continually working on every day on site.

#### How would you describe the team environment?

The team environment at Icon is something I enjoy being a part of. I have not come across a team member that is not eager to teach or help me out when required.

#### What advice would you give to new Graduates or Cadets joining the team?

I would encourage new Cadets and graduates to get involved with as many parts of the project as possible. There is a lot to learn and the best way to do this is by physically doing it yourself. If you don't understand something it is important to ask questions.

#### Kayla Tanevski

#### Why did you decide to join the construction industry?

I was attracted to, and joined, the construction industry due to it's dynamic, complex, and exciting nature. Living in Sydney and having travelled to various cities around the world, my interests sparked in contributing to the built environment as I was heavily inspired by the level of diversity and complexity in the buildings and infrastructure that surrounds us.

#### Why did you choose to join Icon?

Icon's Cadet Program appealed to me as I felt I could contribute my best, gain experience and build confidence in a supported and nurturing environment. The program covers all facets of the construction industry through in-depth modules and follow up internal exams. I ultimately wanted to ensure that my cadetship complements my theoretical knowledge I am learning at university and supports me to translate that into practical, on the ground skills application.

#### What do you love about working for Icon?

Icon advocates a healthy, engaged and fun community culture. There is a no-shame environment at Icon meaning that all employees including senior management make the time to offer their assistance, explanations and discuss career aspirations. I have had the benefit of meeting incredible and supportive mentors, I've fostered valued relationships both with clients and subcontractors and formed friendships across all teams even those with which I am not directly involved.

#### What opportunities does Icon provide (eg. Career progression, on the job learning)?

Icon provides a hands-on learning approach where, as a Cadet, you are given significant project roles whilst shadowing a more senior employee. This ensures that you gain an exceptional understanding of processes in the industry by completing tasks independently with the assistance of experienced individuals.

#### What Projects have you worked on since you joined Icon?

Currently, I am working on the IGLU Mascot Student Accommodation project which we were awarded last year. Fortunately, I progressed on to the site team from working in the pre-construction tender stage. I not only enjoyed the fast-paced, complex and competitive nature of the estimating process, but seeing the project through to the construction stages has been very rewarding.

#### What advice would you give to new Graduates or Cadets joining the team?

You never know until you try it – jump in with both feet! The industry is huge, offering an abundance of opportunities and career path choices. Do not narrow yourself to where you thought you saw yourself finishing up without embracing and trying all areas with an open mind. Every new role is just as exciting as the last and this is why we are very fortunate at Icon to have a cadetship program that traverses diverse areas with staff who are willing to share their knowledge and experiences.

#### Rachael Benbow

#### Why did you decide to join the construction industry?

I have always had a passion for design. I commenced my studies in architecture before moving into project management. The construction industry is complex and diverse. The opportunities provided through working within a project environment really appealed to me.

#### Why did you choose to join Icon?

Icon was rapidly expanding, innovating and diversifying. I was working as a cadet quantity surveyor prior to moving to Icon. The prospect of joining a site team in project delivery was a real interest of mine. Icon's graduate program had a strong reputation among industry in training and supporting progression.

#### What things have you really enjoyed doing at work?

The process of consultation and collaboration with all internal and external stakeholders. Collective problem solving in pulling together the various expertise from design through to project execution is rather rewarding. The role is varied, fast paced and challenging at times which keeps it interesting day to day.

#### What opportunities does Icon provide?

Broad exposure to the various disciplines within the business and involvement throughout the entire construction process. Working on site allows you to develop a technical understanding of construction materials and methodologies. This is highly valuable as you progress in your career and have more influence throughout the design and build.

#### How would you describe the team environment?

Collaborative, supportive and respectful. The internal team pull together their unique experience and knowledge to contribute and help each other. The team work together in planning and problem solving to effectively deliver the project.

#### What advice would you give to new Graduates or Cadets joining the team?

Be yourself on site, get to know your team and develop strong working relationships. Be hard working, proactive and reliable. Show initiative but do not be afraid to ask for help when you need it.

## Safety.







# We are committed to operating incident and injury-free across all of our divisions.

At Icon, safety comes first. To make sure everyone focuses on safety, we have developed a robust safety and risk management system. Together with you, we aim to identify potential workplace hazards as soon as they occur and move swiftly to eliminate or minimise them from your work.

We're also committed to incorporating safety and occupational health management into all aspects of the business.

We want you to be motivated and empowered to behave safely and ensure your own safety is never compromised so we'll need you to understand our safety policy and procedures. We'll make sure you're provided with appropriate safety and awareness training so you know how to stay safe.



An Icon safety initiative.

#### Safety alliances and accreditations

Setting and maintaining high safety standards is important so we are accredited by the Office of the Federal Safety Commissioner under the Australian Government Building and Construction OH&S Scheme.

This means Icon's safety standards allow us to enter into building contracts with the Australian government.

## Sustainability.

We do more than simply evolve the built environment; we commit to improving the social environment.

At Icon, we see this as a great opportunity to build pathways to a better business, but also to a better industry. We aim to make Corporate Social Responsibility second nature and at the heart of every project we work on.

We aim to lead the way toward a better industry and a better way of doing things using our trademark credibility, integrity and ethics to inspire all of our stakeholders. To do this we work with our clients and suppliers to develop buildings that are:

- Sensitive to the environment
- Economically sustainable
- Beneficial to society.



### Environment.

We promote endeavours that support best practice.

To meet our environmental responsibilities, we operate under an accredited AS/NZS ISO14001:2004 management system in Australia and develop Environmental Management Plans (EMP) specifically for each project.

We have constructed numerous environmentally sustainable buildings in Australia and train our senior employees to be accredited Green Star™ professionals. We've also developed environmentally sustainable buildings overseas and are familiar with LEED (Leadership in Energy and Environmental Design) requirements in the Americas and China.





Kajima's Global Environmental Vision.

# 30% reduction in $CO_2$ or greater by 2030.

Triple Zero 2050:



#### **Zero Carbon**

Aiming for zero emissions of CO<sub>2</sub> from business activities and buildings.

#### How we support our clients:

#### **Lower CO2 Emissions**

- Zero Energy Buildings (ZEB)
- Energy management
- Renewable energy utilisation.



#### **Zero Waste**

Aiming for zero waste by utilising sustainable materials and making buildings last longer.

#### **Recycling Resources**

- High-efficiency energy recovery from organic waste
- Advanced wastewater treatment system
- Energy recycling.



#### **Zero Impact**

Aiming to minimise environmental impact by limiting harmful effects on nature and living creatures and restoring biodiversity.

#### **Co-existing with Nature**

- Soil and groundwater contamination control
- Waste and hazardous substance treatment
- Green infrastructure.

## Community.

We strive to benefit the communities in which we work and live and we encourage good corporate citizenship.

Icon recognises the critical role businesses play in achieving wider social goals and agendas and as such we are currently implementing our business-wide approach to social procurement and how we can engage with government, NGOs and other social enterprises to exceed Government and Institutional targets in this area.

Rather than it being an afterthought, we aim to make Corporate Social Responsibility second nature, at the heart of every project we undertake. We also regularly provide support to selected charities, fundraisers and disaster relief groups.

Across the company, we strive to ensure we deliver benefits to the communities we operate in and have implemented several community led programs including our Community 2-Day initiative, where employees are offered paid leave to allow them to undertake volunteer work with a charity or community organisation of their choice.

#### DIVERSITY

Icon is committed to building on diversity within the construction industry to foster a more sustainable and equitable future. Our mission is to support and create employment opportunities for underrepresented groups of our society, including indigenous Australians, people of all genders and abilities, and graduates.

Most recently, we reinforced how we value diversity of thought to ensure that everyone can bring their true self to our workplace. To cultivate this, we supported International Day Against LGBTQIA+ Discrimination IDAHOBIT by partnering with Minus18 to better enhance our employees understanding of inclusivity in the workplace through holding a learning and development program.

#### **INDUSTRY**

As active participants in the industry we love, we are members and proactive supporters of The National Association of Women in Construction (NAWIC), a not-for-profit organisation formed in 1995 that strives to help champion and empower women in the construction and related industries to reach their full potential.

We have also joined forces with the Australian Constructors Association (ACA) to show our support for construction and infrastructure contracting companies. Dedicated to promoting a sustainable construction industry for Australia the ACA is helping to build an industry that benefits both member companies as well as stakeholders across the sector.

















### Summary.

So now you've learnt all about us and the program, we can't wait to get to know you.

It's going to be an exciting couple of years, and we're really proud to give you the opportunity to stretch beyond where you are today and explore your strengths, developmental opportunities and potential.

Remember, lean in, trust in the program, and be sure to reach out to your mentors, leaders or HR for support. We're behind you every step of the way.











