

Ratio Consultants Employee Value Proposition (EVP)

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Foreword from CEO Colleen Peterson

“At Ratio, we know that we are only as strong as the people around us. Supporting our people, both professionally and personally is a key priority and we take enormous pride in our Ratio family. Their success is our success.

Supporting our employees in their career progression is something we are particularly passionate about and the growth in our business is directly aligned with the development of our staff. We have numerous Directors and Senior leaders in the organisation that have worked their way through the ranks, and it’s been a pleasure to mentor and support them along their career trajectory.

Our expansion interstate is another manifestation of our support for our staff and their desire to explore new horizons and challenges. We are excited with our work in Tasmania, New South Wales and Queensland and the opportunities that are unfolding in these new geographies.”

Read more about our team [here](#).



Diversity & Inclusion

Ratio has a reputation for attracting a diverse workforce. We have fostered a culture where employees feel comfortable bringing their whole selves to work. We have created an environment where employees feel valued, respected and empowered. We support individual interests and encourage flexibility.

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

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.



Professional & Personal Development

We recognise that we should never stop learning. Professional development is a core driver of our commitment to becoming 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. Our professional and personal development initiatives include:

- Monthly professional development catchups
- Mentoring program
- Ratio Academy
- Speaker's Club
- Business Development Forums
- Memberships of industry organisations including Planning Institute of Australia (PIA), Property Council of Australia (PCA), Victorian Planning & Environmental Law Association (VPELA) and Urban Design Institute of Australia (UDIA).
- 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



Cultural, Engagement & Wellbeing (CEW)

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

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 (CEW) Committee works hard to create an extensive and ever-changing calendar of events for staff.



Supporting Our Team

We have a proud culture of support for our work colleagues in their professional and personal lives. We value our staff and what they bring to Ratio. We particularly value those employees that choose to stay with Ratio for the long term. In turn, Ratio staff appreciate the supportive environment we provide.

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

Ratio aims to provide a workplace that supports working parents. As a result, in July 2022 Ratio introduced a company-funded Parental Leave pay initiative to provide financial assistance to parents in the first year of welcoming their child.

Ratio is also proud to facilitate the Ratio Employee Support Program, through Acacia, a confidential counseling service by qualified psychologists and counselors. Sessions are free of charge and can be in person, via phone or video.



Internal Training – Ratio Academy

Ratio Academy is a bespoke in-house professional development and training program that is held and hosted by Ratio. The Academy incorporates training and knowledge-sharing opportunities that feature external expert presenters as well as internal training sessions run by the various departments.

Each training event features a guest speaker with specialist knowledge and expertise. The speaker is chosen from amongst leading experts and key players in the property and development industry which facilitates cross-promotional benefits for the firm and opportunities for career growth of individuals.

Topics will cover a breadth of areas relevant to Ratio's core disciplines of planning, transport, urban design and waste management. This is an exciting initiative and adds to Ratio's already diverse range of opportunities to broaden our team's knowledge and provides avenues to reciprocate the favour and present to other firms.



Reconciliation Action Plan (RAP)

We are proud to have Ratio's inaugural Reflect Reconciliation Action Plan (RAP) endorsed by Reconciliation Australia to reinforce our commitment to recognising the culture, contributions and learnings of First Nations peoples.

We look forward to exploring the many ways we can make a meaningful contribution to reconciliation by working collaboratively with Traditional Owners and organisations to deliver built-form projects that shape our environment, respect our history and move towards a more inclusive and recognitive future.

As consultants in the planning, transport, urban design and waste management sectors, it is incumbent upon our staff to be supportive and cognisant of cultural best practices influencing the work we do across Australia. Our Reconciliation Action Plan will enable our staff and those who work alongside them to develop a deeper connection to Country and its peoples as we explore initiatives that pay credence to the processes shaping our land. We anticipate an ongoing process of reflection and growth as we engage with First Nations peoples.

As an integral component of our RAP has been the creation of the artwork *Walatjalangu 'Embrace (we, including you)'* by Racquel Kerr, a proud Dja Dja Wurrung and Boonwurrung woman.

Designed for Ratio, it reflects the various industries we work within-and its core connection to Country. As a cultural responsibility, it is pivotal to respect the ongoing tradition and cultural practice that is instilled by Traditional Owners.



News – Melbourne Office Relocation

We are excited to announce that towards the end of 2023, Ratio will be moving to 65 Dover Street, Cremorne, where our offices will comprise the entirety of 5th level, with spectacular views over the MCG, AAMI Park and the city skyline.

The building is currently under construction and, when completed, will have an extensive rooftop garden, a wine bar, bakery, café and gym. With a dynamic design and natural light flow throughout, our new space will only add to the incredible user experience that Ratio currently offers all staff.



Be Part of an Exciting Project Team

While our projects shape cities, it's the human-scale benefits that drive us.

Our team is proud to be at the forefront of local and interstate projects, providing planning, transport, urban design and waste management expertise to a range of sectors.



