

# Diversity Policy

At Civmec Limited and its subsidiaries (“the Group”) we value diversity and equal opportunity. We aim to ensure that the workforce is made up of individuals with diverse skills, values, backgrounds and experience to the benefit of Civmec.

Diversity assists Civmec to achieve its objectives and deliver for its stakeholders by enabling it to attract and retain the most qualified and experienced individuals to the workforce.

This Policy applies to all directors, employees, whether full-time, part-time, casual or temporary, as well as to contractors and consultants.

This Policy sets out the guidelines by which Civmec will endeavour to increase diversity throughout the Company.

The contents of this Policy, to the extent that they impose obligations on Civmec, do not constitute contractual terms, conditions or representations.

Diversity refers to characteristics such as age, gender, sexual orientation, race, religion, disability and ethnicity.

Civmec will not discriminate against individuals on any of the following grounds:

- Gender
- Race
- Relationship status
- Impairment
- Pregnancy
- Religious belief or activity
- Association with or relation to a person identifiable on the basis of an attribute associated with any of the above grounds
- Parental status
- Political belief or activity
- Family responsibilities
- Trade union activity (or inactivity)
- Breastfeeding
- Lawful sexual activity
- Age
- Ethnicity
- Irrelevant criminal record
- Irrelevant medical record
- Gender identity
- Physical features

Civmec is committed to:

- Equality of opportunity throughout the organisation
- Recruitment and retention of the best candidates for positions
- Treatment of individuals with respect

Civmec particularly is focussed on maintaining and increasing diversity in the following key areas:

- Gender diversity in senior management
- Participation of indigenous Australians in Civmec’s operations

Responsibilities of management:

- Management will be responsible for achieving the diversity objectives determined by Civmec Limited.
- Management will be responsible for reporting to Civmec Limited on the progress toward and achievement of the diversity objectives.



**Patrick Tallon**  
**Chief Executive Officer**  
**Civmec Construction and Engineering**  
**April 2015**