

Civmec Construction and Engineering is an integrated, multi-disciplined construction and engineering service provider to the oil and gas, metals and minerals, infrastructure and marine and defence markets.

Civmec values diversity and equal opportunity. We aim to develop a talented and diverse workforce that represents the wide range of cultures in our community to the benefit of Civmec.

This policy sets out the guidelines by which Civmec will endeavour to increase the diversity throughout the company.

This policy applies to all employees of Civmec. It is a requirement of employment that this policy be adhered to. Civmec will:

- Create a supportive and understanding workplace environment in which all individuals feel welcome, respected and heard, and where they can realise their full potential regardless of their background, age, gender or ethnicity
- Ensure all employees are aware of the company's commitment to diversity and understand their own responsibilities towards enabling a diverse workforce;
- Not discriminate against individuals on any of the following grounds:
  - Gender
  - Race
  - Relationship status
  - Impairment
  - Pregnancy
  - Religious belief or activity
  - Parental status
  - Political belief or activity
  - Family responsibilities
  - Trade union activity or inactivity
  - Breastfeeding
  - Lawful sexual activity
  - Age
  - Ethnicity
  - Gender Identity

Disciplinary action will be taken against any employee found to have breached this policy. Discipline may involve warnings, counselling or dismissal, depending upon the circumstances.



Patrick Tallon  
Chief Executive Officer  
Civmec Construction and Engineering  
April 2017