

Civmec is an integrated, multidisciplinary construction and engineering services provider to the Energy, Resources, Infrastructure, Marine and Defence sectors.

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

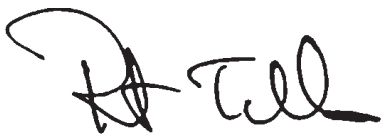
This policy sets out the guidelines by which Civmec will endeavour to increase the diversity throughout the Company.

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
 - Gender identity
 - Sexual orientation
 - Race, including ethnicity
 - Relationship status
 - Disability or impairment
 - Physical features
 - Religious belief or activity
 - Trade union activity or inactivity
 - Age
 - Lawful sexual activity
 - Parental status and caring responsibilities
 - Pregnancy or potential pregnancy
 - Breastfeeding
 - Political belief or activity
 - Association with or relation to a person identifiable on the basis of an attribute associated with any of the above grounds.
 - Any other protected attribute as defined by law.

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 Group
February 2023