

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

At Civmec 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 officers and employees and Third Parties (including 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
- Gender identity
- Sexual orientation
- Race, including ethnicity
- Relationship status
- Disability or impairment
- Physical features
- Religious belief or activity
- Trade union activity or inactivity
- Irrelevant criminal record
- Irrelevant medical record
- 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.

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 focused on maintaining and increasing diversity in the following key areas:

- Gender diversity in senior management
- Participation of Aboriginal peoples 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 Group
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