

DIVERSITY Policy

The Board of Directors of Shaw Contracting (Aust) is committed to the diversity of its employees and is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and in the future.

POLICY AIMS

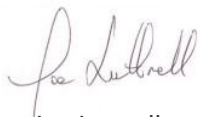
The aims of this Policy are as far as is reasonably practicable to:

- Promote diversity in the workplace, including recognising, valuing and utilising the diversity of our people
- Highlight our responsibilities and commitment as an employer in relation to diversity in the workplace
- Highlight the expectations and responsibilities of our people in relation to promoting diversity in the workplace
- Ensure that everyone in our workplace including employees, contractors, our board and our visitors understand their obligations and do not engage in behaviour that breaches this policy
- Confirm expectations regarding appropriate behaviours and that we will not tolerate behaviour in breach this policy
- Provide a broad, overarching policy that incorporates or overlaps some elements of other policies; and
- Operate in conjunction with the law and our other policies and procedures. This policy is designed to ensure that Shaw Contracting (Aust) Pty Ltd complies with all of its obligations under the relevant legislation.

COVERAGE

This Policy covers and applies to everyone in our workplace in relation to:

- Behaviour at the Workplace
- The performance of work for our company or in connection with our company; and
- Conduct outside the workplace or working hours if the acts or omissions:
 - Are likely to cause serious damage to the relationship between the company and our people or between our people; or
 - Are incompatible with an employee's or contractor's duty to the company or employment relationship or engagement; or damage or are likely to damage our interests or reputation.



Joe Luttrell
Chief Executive Officer