



# DIVERSITY, EQUITY AND INCLUSION POLICY

## OUR OBJECTIVE

Shaw is an equal opportunity employer and does not tolerate unlawful discrimination, harassment, bullying or victimisation. Employment decisions relating to recruitment, appointment, promotion, remuneration, training and development are based solely on individual merit, competence, performance and business requirements.

We are committed to fostering a diverse, equitable and inclusive workplace where all people are treated with dignity and respect, and where employment decisions are based on merit, capability and performance.

## OUR OBLIGATIONS

At Shaw we will meet this objective by:

- Promoting diversity and inclusion by recognising, valuing and utilising the diverse backgrounds, skills and experiences of our people.
- Ensuring fair and equitable access to employment, development and career opportunities.
- Preventing unlawful discrimination, harassment, bullying and victimisation.
- Setting clear expectations for workplace conduct.
- Holding all employees to consistent standards.
- Ensuring compliance with Shaw's policies and procedures, and applicable Tasmanian and Commonwealth legislation.

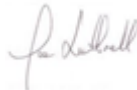
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These commitments are underpinned by Shaw Contracting's values of **safety, teamwork, integrity** and **responsibility**, which guide how we treat others and make decisions in the workplace.

Leaders and managers are responsible for promoting inclusive behaviours and fair decision making, ensuring employment practices are applied consistently and lawfully, and addressing concerns promptly and appropriately.



Authorised by:



Joe Luttrell  
**Chief Executive Officer**  
Board Endorsed on: 05 June 2026

