

# EQUAL EMPLOYMENT OPPORTUNITY POLICY



**AUSTRAL**  
CIVIL | MINING | MARINE

It is the policy of Austral Construction Pty Ltd to provide equal employment opportunity for all employees to be selected, trained and promoted, based on their merits, without regard to personal characteristics such as sex, marital status, pregnancy, parental status, age, ethnic and social origin, physical or intellectual impairment, religion, political belief, sexual preference, trade union activities or family responsibilities.

We are also committed to provide an environment that is free of any discrimination, victimisation, vilification and harassment. Austral will not tolerate any such behaviour under any circumstance and will take disciplinary action against any employee who breaches this Policy.

We aim to comply with the Equal Opportunity, Anti Discrimination and associated legislation with the following commitments:

- to encourage a fair, equitable and consistent recruitment and promotion process;
- to promote appropriate standards of conduct at all times so as to instil into employees that behaviour involving discrimination, victimisation, vilification and harassment is against the law and hence, is unacceptable and will not be tolerated;
- for managers to monitor the work environment and model appropriate behaviour;
- to encourage the reporting of any behaviour that breaches this Policy;
- to ensure that any report of discrimination, victimisation, vilification and harassment will be treated seriously and investigated thoroughly and appropriate actions will be taken in a sensitive, impartial and confidential manner;
- to provide counselling and training to infringing employees to understand and modify their behaviour.

We require the commitment of all management personnel to ensure that Equal Opportunity and Anti Discrimination principles are firmly entrenched in Austral Construction core values and operations.

**LUKE VAN BEEK**  
**Head of People**  
**Austral Construction Pty Ltd**

Updated: April 2023  
Next Review: April 2025  
Revision: 11

*This Policy shall be reviewed at least once every 2 years and be communicated to all site personnel during the site induction process and posted in site offices and lunchrooms and be made available to relevant interested parties*

