

## Diversity Policy

Decmil (inclusive of all subsidiary companies of Decmil Group Limited, collectively referred to in this Policy as Decmil) recognises the importance of creating and maintaining a diverse workplace. Decmil is committed to an inclusive workplace that embraces and promotes diversity. We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences and perspectives, to provide exceptional customer service to an equally diverse community.

Decmil fosters a culture of diversity that encourages creativity, innovation and commercial vigilance. This is achieved through our dedication to ensuring we recruit and retain the most qualified and suitable individuals for the job.

Decmil is particularly focused on maintaining and increasing diversity in the following areas:

- Continuing to recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the population in which we operate.
- Continuing to incrementally grow the number of women performing senior roles.
- Continuing to assist Indigenous people to access employment opportunities in Decmil's operations.

Decmil's diversity initiatives include, but are not limited, to practices and policies related to recruitment and selection, compensation and benefits, and professional development and training, as well as encouraging the ongoing development of a culturally diverse workplace.

Our talented and diverse workplace sets us apart from our competitors, and the success of our business is a reflection of the quality and skills of our people.

The Board is responsible for:

- Establishing measurable objectives for achieving gender diversity.
- Annual assessment of the measurable objectives for achieving gender diversity and the progress towards achieving them.

Management responsibilities are:

- Implementing and achieving the objectives determined by the Board.
- Promoting diversity across the business and encouraging personnel to contribute to the wider communities in which we operate.
- Leading by example at all times and demonstrating respectful communication, cooperation and teamwork across the organisation.

**This policy was approved by the Decmil Group Limited Board on 23 June 2020.**

A handwritten signature in blue ink, appearing to read "David Saxelby".

**David Saxelby**

Chair of the Board