

## Key Messages

### KEY MESSAGES – TO BE USED BY LEADERS TO REINFORCE MESSAGING ABOUT THE EMPLOYEE PULSE SURVEY

#### 1. Why are we doing a pulse survey?

We are committed to providing a safe and respectful work environment. We know this is critical to attract and retain capable people, and to support them to do great work. Our people are all different, so we want to ensure our workplaces are welcoming and inclusive for everyone.

In 2022, we launched our “It’s Not OK” campaign and took a stand against harmful behaviour in the workplace. We wanted people to know that poor behaviour will not be tolerated. Our workforce completed an anonymous survey and heard from 1,000 employees about their experience. We learnt that too many people experience bullying and sexual harassment, and that many of these experiences are not reported.

Through the anonymous survey, we also heard from our people that being treated fairly and feeling safe and respected at work was important to everyone and something most people wanted Perenti to work on.

We’ve got much more work to do. Anonymously surveying employees regularly means that we can continue to hear from people about what’s working and not working and if they are noticing any improvements.

Since the last survey a number of actions have been completed, some of which include:

- Development of strategic objectives and priorities to guide action planning
- Formation of Culture & Inclusion Steering Group and Divisional / Corporate Working Groups to define and drive the program of work across group and divisional levels
- Development of group wide and divisional action plans – with various actions underway
- Set gender balance targets

*Leaders can include actions that have been taken at specific sites/locations.*

We plan to invite all employees to complete a full survey mid next year. In between that, we intend to conduct more regular “pulse” surveys to ensure we are listening to employees.

#### 2. What’s a pulse survey?

Pulse Surveys are short online surveys that allow us to hear from a smaller population of employees. As there is only a small population being randomly selected, we hope those invited participate.

In Australia, at the beginning of December, we will do a Pulse survey with approximately 15 questions and hope to hear from 10% of our Australian workforce.

The pulse survey is anonymous – you and all responses will not be identified.

The pulse survey is your opportunity, if randomly selected, to anonymously have your say.

#### 3. How does a pulse survey work?

A random sample of employees have been selected then sent a link to the survey, either via email (if they have a Perenti email address) or via text if they do not. For those employees who receive the link via text, they will receive the text message from a platform called AWS which is used for bulk text messaging for the purposes of conducting the employee pulse survey on creating a safe and respectful workplace.

To complete the survey, click on the link and provide your responses to the confidential online survey platform.

The pulse survey will take between 5-10 minutes.

We recognise that completing the survey might happen in your own time, so we want to recognise people who respond by offering 10 prizes if you elect to enter.

To protect people’s identity, entry to the prize draw will happen in a different online site to the survey site. If you choose to enter, you will click on a link and be asked to provide your name and either mobile or email address so that we can contact winners.

Prizes will be awarded in the form of a gift card. The 10 prize values will be made up of 10 x \$100 prizes.

\* Leaders are encouraged to speak to why this is important to them personally.