

Employee Survey (Leader Q&A)

Q&A

1. What has been done since the last survey?

A number of actions have been completed since the last survey, 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.

2. Why are we doing this survey?

We want to create a workplace that is safe, respectful and where people feel included.

In mid-2022, we surveyed the Australian workforce on how they experienced their workplace and asked questions about harmful behaviours. To address the feedback, we identified key actions to be taken and put in place both Group and Divisional action plans. We now want to see if the action plans have had an impact. We want to understand the maturity of psychological safety and inclusivity in our workplace.

3. How long does the survey take to complete?

The survey will take between 5 - 10 minutes to complete.

4. Why do I need to take part?

It's important to hear from our employees so we can understand their perceptions of a safe and respectful workplace. It will also provide an opportunity for us to understand what is improving, what isn't, and to gain insights about employee experiences and what matters to employees.

5. How will I be notified to participate?

For employees without a work email, you will be contacted via text message from the AWS platform which is used for bulk text messaging for the purposes of conducting the employee pulse survey on creating a safe and respectful workplace.

6. How many people from my location will be asked to participate?

10% of Perenti's Australian workforce will be randomly selected to participate in the survey.

7. Why is the survey link being sent to my mobile phone?

Texting is the easiest and most reliable way to get a survey link to our employees who don't have a Perenti email. The survey tool does not capture either the mobile phone number or IP address of the device used to click the link. Accordingly, once the person has clicked the link and is taken to the survey platform, there is no record of who is completing it. Additionally, the survey platform does not store any personal data such as your mobile phone number or email address.

8. If you have my mobile number and email address to initiate the survey, how do I know it's anonymous?

A robust tool has been utilised to select a randomised sample of employees and which ensures no identifying information is collected. The data used to select employees for the survey is not transferred into the Qualtrics survey platform where the survey is completed, and use of the link used does not share any identifying data.

9. Who will receive the survey results?

An external independent consultant has been engaged to collect and analyse the data on behalf of Perenti. The analysis of the results will then be shared with a small group of Perenti representatives to ensure anonymity.

10. Are the results anonymous?

Yes, absolutely, the survey is anonymous. Individuals cannot be identified as a result of clicking the link or completing the survey. Even though the link is sent via email or text, the survey tool **does not** capture any individual identifying data.

11. Can this survey be used to identify me and where I work in the business?

Individuals cannot be identified as a result of completing the anonymised survey.

A few demographic questions are asked, such as location or gender identity, and employees may choose “prefer not to say” as a response to such questions if they wish.

12. If I work in a small team, will my identity still remain anonymous?

You will have the option to provide demographic data. Where you belong to a demographic grouping of 5 people or less, the survey provider will report the survey findings back to Perenti at a higher level to ensure no employees are identifiable by their responses to demographic questions.

13. Will I be selected to participate in future employee surveys?

As the sample of employees selected to participate in this survey is randomised, you could be selected to participate again in any future employee surveys.

14. Prize Draw

After completing the survey, you will get the option to click on another link which will take you outside the survey platform to an entry form for a prize draw. The entry form asks you to leave your name and preferred contact method (i.e. mobile or email) if you wish to enter the draw to win 1 of 3 prizes for completing the survey. As the entry form and prize draw is outside the survey platform, your name and contact details will not be linked to your survey responses.

Once the survey closes, 10 people will be randomly selected and invited to collect a gift card. The 10 prizes are 1 x \$100 gift cards. For those successful in the prize draw, further details regarding the prize will be provided in due course.