

Inclusion and Diversity Policy



**Expect
More**

COMMITMENT

Our people are central to our success and the more diverse and talented our workforce, the more successful we will be as a company. We are committed to creating an inclusive workplace that embraces and promotes diversity.

We strive to develop a workplace culture where people with diverse backgrounds, experiences and perspectives are respected and valued for their unique contributions.

Our commitment to inclusion and diversity is underpinned by our Group strategy and supported by our Principles of *No shortcuts, Never wasteful, Walk in their shoes, Smarter together* and *Enable tomorrow*. Oversight of this Policy is governed by the People and Remuneration Committee of the Board.

AN INCLUSIVE AND DIVERSE WORKPLACE INCLUDES:

- Fostering an environment where all employees feel confident to contribute their ideas and perspectives in a manner that is genuine and authentic to their personal beliefs and attributes;
- An opportunity for every individual to excel regardless of their gender, gender identity, cultural background, age, sexual orientation, disability, religion or ethnicity;
- Having fair and equitable opportunities in employment throughout the term of the employment relationship, including recruitment, training, professional development, and promotion; and
- Not accepting behaviour which is contrary to our Principles and our Code of Conduct, such as discrimination, and any form of harassment, including sexual harassment.

ACTIONS, WE WILL:

- Create a culture that fosters and empowers inclusion and diversity;
- Recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the communities we operate within;
- Embrace inclusion and diversity in recruitment and promotion activities at all levels;
- Value and respect the skills, experiences, and perspectives each employee brings to our workplace;
- Create an inclusive, productive and safe workplace by taking action to prevent and stop discrimination, bullying and any form of harassment, including sexual harassment; and
- Assist our employees in achieving a holistic balance between life and work.



MARK NORWELL

Managing Director and Chief Executive Officer
Perenti

Approved by the Perenti Board on 10 May 2024