



## DIVERSITY & INCLUSION POLICY

SRG Global recognises that a skilled and diverse workforce is a key competitive advantage. We are committed to creating a diverse and inclusive workforce through sourcing, selecting, developing and recognising our people.

Our diversity encompasses a workforce from varied backgrounds who have unique skills, experience and views. They also differ by gender, culture, ethnicity and in other ways such as education, age, religious or cultural background (specifically, but not limited to Aboriginal and Torres Strait Islander, Maori and other First Nations cultures), physical ability and family responsibility.

Further, SRG Global is committed to providing fair and reasonable opportunities to local suppliers and workers to participate in projects and other activities that enable the sharing of economic benefit.

We will achieve this through:

- providing a workplace where standards, procedures and practices are implemented in a fair manner, so all employees have access to equal opportunities  
*(Equity and Diversity Standard)*
- ensuring there are clear reporting processes and procedures in place to prevent and stop discrimination, bullying and harassment  
*(Discrimination and Harassment Standard & Grievance Handling Procedure)*
- ensuring our workforce is governed by appropriate industrial instruments with relevant dispute resolution processes in place
- recruiting, developing, recognising and managing employees in line with our commitment to diversity and inclusion
- identifying employment and other opportunities for local community groups in the areas we operate
- providing education and training to operational teams and others (including cultural awareness) that assist in driving inclusive behaviours

Overall, responsibility for the Diversity and Inclusion Policy lies with the SRG Global Executive Team. However, specific responsibility for implementing the standards and procedures lies with every manager and supervisor.

This policy statement shall be reviewed two years from the date below.

A handwritten signature in black ink that reads 'David Macgeorge'.

**David Macgeorge**  
Managing Director  
11/04/2019

○ Engineer ○ Construct ○ Sustain

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