

Diversity Policy – the value of difference

Seymour Whyte's commitment to an equitable construction industry extends to an inclusive culture that embraces our differences and gives everyone the opportunity to grow and be equally valued. We are unified in our direction to having a workplace that is balanced and fair for all.

We recognise the importance of diversity and value the advantages gained from a diverse workforce at all levels of the organisation. We want employees to enjoy coming to work every day, not just for our great projects, but for the inclusive culture where fresh perspectives are promoted, ideas thrive, and we are able to learn from the views of others. Diversity and inclusion at Seymour Whyte are business imperative driven through:

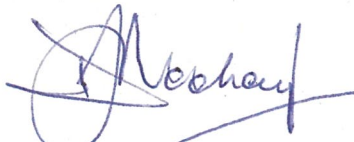
- **Partnerships** – we pursue partnerships to create social and economic opportunities and outcomes for all;
- **Participation** – we create equal workforce participation and career opportunities for all;
- **Engagement** – we engage and consult with our employees and other stakeholders on diversity and inclusion through forums such as our Diversity & Inclusion Committee; and
- **Workplace practices** – we implement various workplace practices, such as workplace flexibility, to give everyone the opportunity to grow and be equally valued.

We are committed to creating a workplace that is fair, diverse and continues to promote strategies which foster inclusive work practices. These strategies are measurable, with targets set, reviewed and reported.

Seymour Whyte is committed to increasing Aboriginal and Torres Strait Islander participation; embedding a socially inclusive workplace free of discrimination, improving gender diversity across the business; and having measurable targets to:

- **Increase the number of Aboriginal and Torres Strait Islander employees;**
- **Deliver equal average pay for men and women at each job grade;**
- **Increase the number of female engineers across the business; and**
- **Increase the pipeline of female talent to fill management positions.**

As Directors, we are accountable for the implementation of this Policy and we require the support of all Seymour Whyte employees to achieve our goals.

A handwritten signature in blue ink, appearing to read 'D. Mackay'.

D. Mackay
Chairman

A handwritten signature in blue ink, appearing to read 'J. Kirkwood'.

J. Kirkwood
Managing Director and Chief Executive Officer

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