



## **Diversity Policy**

This policy confirms the commitment of Austin to achieving ***diversity in its workplace*** and is underscored by our Values, one of which is Teamwork – aiming to empower all our employees.

The Company is committed to promoting equality within its culture and believes this is vital for developing and maintaining a ***high performing and positive workplace***. The Company strives to reinforce values of respect, equality, teamwork, innovation and accountability. Diversity is a consideration that forms part of the Company's long-term commercial success and strategy.

The Company's commitment to diversity will make it stronger and deliver benefits, including diversity of thought, improved business performance, enhanced service delivery and increased employee attraction, retention, motivation and satisfaction.

Austin recognises the ***value and importance of diversity at all levels***, and is strongly committed to:

- Respecting the cultures of the different countries in which Austin operates and the diversity of Austin's management and employee workforce,
- Creating a high performance and inclusive culture that fosters, supports and celebrates diversity,
- Recognising and respecting the value of individual differences,
- Ensuring that all employees are treated with fairness and respect, and have access to equal opportunities in the workplace,
- Eliminating discrimination and inappropriate workplace behaviour such as bullying, harassment, vilification, and victimisation,
- Providing a workplace committed to supporting our people to balance their work and caring responsibilities,
- Integrating equity and diversity principles into key people processes and practices and
- implementing strategies, programs and initiatives which promote, enable and harness diversity in the workplace.

Austin aims to fulfil its commitment to diversity by:

- Working on measurable objectives for achieving diversity, assessing progress towards achieving those objectives and regularly considering methods for improvement,
- Annually reviewing the proportion of women and other minority groups within Austin, including in senior management and on the Board, and assessing this against industry standards where possible,
- Implementing a range of flexible work arrangements that are made available to employees, including those that will assist both male and female employees to meet domestic and other responsibilities,
- Annually reviewing employee remuneration against competence and performance with an emphasis on promoting diversity at all levels of Austin and
- Assessing and promoting gender pay equity.