



Global Inclusion and Diversity Policy

Austin is committed to providing ***an inclusive and diverse workplace*** and this commitment is supported by our Values, our Code of Conduct and other relevant policies. We promote a work environment that provides equal opportunity, and that enables our workforce to feel safe, included and able to achieve their full potential.

Austin encourages and supports diversity in all its forms and does not discriminate on the basis of gender, age, race, national or ethnic origin, language, religion, political beliefs, sexual orientation, physical or mental ability, relationship status, industry/union affiliations, pregnancy, breastfeeding, family responsibilities including Carer status, or other attributes protected by law.

By embracing and supporting an inclusive and diverse workplace, we believe that our Company will be stronger and that we will deliver better business performance, enhanced service delivery, and increased employee attraction, retention, motivation and satisfaction.

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

- Respecting the cultures of the countries in which Austin operates and the diversity of our 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, sexual and non-sexual harassment, vilification, and victimisation, and providing support and training,
- Providing a workplace that supports 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.

Austin aims to fulfil its ***commitment to inclusion and diversity*** by:

- Working on measurable objectives for achieving diversity and regularly assessing progress,
- Annually reviewing the proportion of women and other minority groups within Austin, including in Board and management roles, and assessing this against industry benchmarks where possible,
- Working to increase the percentage of females in our workforce, including managerial roles through deliberate consideration during recruitment, promotion and development processes,
- Implementing 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,
- Assessing and promoting gender pay equity,
- Ensuring that our performance assessment processes are transparent and that proposed outcomes are reviewed for potential bias, and
- Inducting, training, and consulting with managers and employees on inclusion and diversity matters.