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**Austin Engineering Limited**

Effective 27 May 2020



# Diversity Policy

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**Why does Austin have a 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. This policy shall be reviewed annually.

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**What is diversity?**

Differences of gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, background, perspective or life experiences – **anything that distinguishes one person from another.**

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**Why is diversity important?**

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.

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**How does Austin demonstrate its commitment?**

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.

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**How will Austin fulfil its commitment to diversity?**

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.

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**Who does this policy apply to?**

This policy applies to ***all Directors, Management and employees***. The Directors, Management and employees are expected to carry out their responsibilities in a manner consistent with this policy and to promote diversity and discourage behaviour that is inconsistent with this policy.

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**Who is responsible for the policy?**

The Nomination and Remuneration Committee of the Directors is responsible for making recommendations to the board about adopting and monitoring the measurable objectives described in this policy.

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**Will Austin report about its progress in achieving diversity?**

Austin will report annually on any measurable objectives adopted to achieve diversity and on the progress towards achieving those objectives.

This policy will be available on the Company's website and will be reviewed annually.

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<b>Definitions</b>	<b>ASX</b>	ASX Limited ACN 008 624 691 or the stock market operated by it, as the context requires.
	<b>ASX Recommendations</b>	The ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.
	<b>Austin or the Company</b>	Austin Engineering Ltd ACN 078 480 136 and its subsidiary companies from time to time, operating divisions, business units and joint ventures (where relevant).
	<b>Board</b>	The board of directors of Austin.
	<b>Director</b>	A director of Austin.
	<b>Executive Director</b>	A Director who is not independent.
	<b>Management</b>	Executive management of the Company headed by the Managing Director and shall include Executive Directors.
	<b>Managing Director</b>	The managing Director of Austin.