

# DIVERSITY & SOCIAL INCLUSION POLICY

This policy sets out CIMIC Group Limited and the entities it controls (the **Group**) to diversity and social inclusion.

This policy applies to all employees of the Group, third parties engaged by the Group, and all alliances and joint ventures in all jurisdictions.

The **objectives** and priorities of this Policy are to:

- Promote equal opportunity for women in the CIMIC Group including remuneration, attraction, retention and promotion.
- Value and recognise Indigenous nations, peoples and cultures and to create equitable opportunity for participation in employment and business supply chains
- Invest in local employment, leadership development and succession planning to ensure the future of work is reflective of the communities in which we operate.
- Embed and progress a socially inclusive workplace through the elimination of discrimination, bias, harassment and violence in the workplace
- Lead and advocate for a diverse and inclusive culture with a focus on leadership to set expectations, drive and be accountable for progress.

As a global employer, CIMIC Group recognises that to operate successfully and sustainably we must:

- Ensure we embrace the diverse contributions of our people;
- Treat all clients, employees, suppliers, sub-contractors and members of the community with respect and dignity;
- Maintain a workplace culture of inclusive practices, procedures and behaviours;
- Make decisions that are fair and free from bias;
- Provide employment opportunities based on merit;
- Not discriminate based on individual differences such as race, gender, sexual preference, marital status, age, religion, colour, national extraction, social origin, political opinion, disability, family or carer responsibilities, or pregnancy;
- Foster and leverage diversity of thought, experience and skills;
- Attract and retain a workforce that reflects the diversity of the clients and the broader communities in which we operate; and
- Respect and take into account in our decisions the needs and interests of our stakeholders in the markets in which we operate.

The Group will monitor the policy and its objectives through key performance indicators, regular progress review and evaluation reporting.

## Policy Information

<b>Owner:</b>	Chief Human Resources Officer, CIMIC
<b>Approved by:</b>	Executive Chairman and Chief Executive Officer, CIMIC
<b>Effective date:</b>	GGs published 14 August 2019

Note: CIMIC Group policies may be amended from time to time.