

Group Diversity Policy

Buildcorp recognises that a diverse workforce is an important issue in the workplace. It is also a sound management practice that helps us to attract and retain a high-quality workforce.

Objectives

This policy aims to create a work environment that:

- ▼ Champions equal employment opportunities
- ▼ Is free from unlawful discrimination, harassment, bullying and vilification
- ▼ Ensures compliance with all relevant statutes, regulations or other legislative instruments

Commitments

To achieve these aims, we endeavour to:

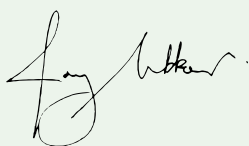
- ▼ Have a zero-tolerance culture for unlawful discrimination, bullying or harassment
- ▼ Treat all complaints of discrimination, harassment, victimisation or bullying seriously and as confidentially as possible
- ▼ Take disciplinary action where appropriate in relation to breaches of this policy, up to and including termination of employment
- ▼ Make appointment, promotion, remuneration and career development decisions based on an individual's skills, abilities and relevant performance record
- ▼ Address any matter raised that does not comply with this policy as quickly and sensitively as possible

Responsibility and Accountability

- ▼ The senior management group maintains overall responsibility for this policy.
- ▼ The Human Resources Department is responsible for ensuring all staff are aware of the Diversity policy and their obligations, responsibilities and rights, and for providing ongoing support and guidance to employees and managers in relation to Diversity principles and practice.
- ▼ Buildcorp managers are responsible for understanding and being committed to the principles and legislation relating to equal opportunity, and for setting an example through their own behaviour.
- ▼ Buildcorp employees and contractors are responsible for treating all colleagues with respect, fairness and professionalism, and for reporting to management any conduct that breaches or has the potential to breach this policy.

This policy will be reviewed at least annually and updated as required to take legislative changes into account.

This policy is aspirational in nature and does not create any contractual rights or entitlements.



Tony Sukkar AM
Group Managing Director
June 2021