

# Diversity Policy

## **Commitment to Diversity**

Macmahon aims to create an open and inclusive workplace environment where diverse experiences, perspectives and backgrounds of our people are valued and utilised. Macmahon believes that having a diverse workforce creates diversity of thought which, in turn, leads to alternative ways to approach challenges, solve problems, propose suggestions, make decisions and perceive opportunities.

To give effect to this objective Macmahon will:

1. provide fair access to all employment opportunities and foster recruitment, retention and promotion practices that take account of the diversity within the communities in which Macmahon operates;
2. not discriminate against people based on gender, ethnicity, colour, age, race, religion, disability, national origin or sexual orientation;
3. ensure a supportive workplace in which employee differences are treated fairly and with respect and dignity within a safe working environment;
4. promote workplace structures, systems and procedures that assist employees balance their work, family and other responsibilities effectively; and
5. seek to make a positive contribution to the social well-being of the communities it serves.

## **Measurable Objectives**

The Board believes that the setting of measurable diversity targets and reporting Company performance against these targets is critical to achieving diversity objectives. The Board will therefore:

6. set and annually review diversity targets on advice from management, including targets specifically in relation to gender diversity at all levels of the organisation; and
7. measure its progress toward achieving these targets, and report on this every year in the Company's Corporate Governance Statement.

## **Key Areas of Focus**

To develop a diverse workforce that is representative of broader society while employing the best talent available is an evolutionary process. The Company will review regularly the areas of diversity on which it needs to focus to progress this.

Gender diversity (and in particular, women in leadership) and the training and development of indigenous employees are two areas of specific focus for Macmahon. The Board and management believe that it is these two specific areas that Macmahon is best in a position to be reflective of and responsive to the community in which it operates.

### **Implementation of this Policy**

The Board and senior management of Macmahon will develop, implement, maintain and continuously review the appropriate structures, systems, and procedures to support our diversity objectives.

All employees are responsible for:

1. promoting Macmahon diversity initiatives where appropriate;
2. respecting difference and maintaining a workplace that is free from unfair discrimination;  
and
3. behaving in a way that is consistent with the values and spirit of this Policy.