

DIVERSITY

POLICY

**DIVERSITY PROMOTES INNOVATION, CREATIVITY,
FLEXIBILITY, PRODUCTIVITY AND COMPETITIVENESS**

OUR OBJECTIVE: *strength in diversity*

TO ACHIEVE THIS OBJECTIVE, WE COMMIT TO THE FOLLOWING CORE PRINCIPLES:

- Develop a talented and diverse workforce that represents the wide range of cultures in our community
- Understand and value the different skills, backgrounds and talents of our employees
- Engage the breadth of skills in our team to the mutual benefit of the company, our clients, our stakeholders and our people
- Create a supportive and understanding workplace environment in which all individuals feel welcome, respected and heard, and where they can realise their full potential regardless of their background, age, gender or ethnicity
- Remove barriers to achieve a genuinely diverse and talented workforce
- Establish and meet targets for greater diversity
- Create proactive initiatives to support and encourage employment opportunities for Indigenous people and women
- Design systems that actively encourage the feedback of our people regarding their experiences within our diverse workforce
- Provide specific training to those responsible for recruitment, selection, training, grievance, disciplinary or dismissal procedures regarding this policy
- Ensure all employees are aware of the company's commitment to diversity and understand their own responsibilities towards enabling a diverse workforce



A handwritten signature in black ink that reads "Bruce Munro".

B A MUNRO
MANAGING DIRECTOR
THIESS PTY LTD
SEPTEMBER 2011