

# INCLUSION AND DIVERSITY POLICY

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## Commitment

Perenti Global Limited is committed to an inclusive workplace that embraces and promotes diversity.

We recognise that a diverse and talented workforce is key to our aspiration of becoming the indispensable mining services company. We are committed to developing a workplace culture where people with diverse backgrounds, experiences and perspectives are respected and valued for their unique contributions.

Our commitment to inclusion and diversity is underpinned by our Group strategy and supported by our Principles of No Short Cuts, Never Wasteful, Walk in Their Shoes, Smarter Together and Enable Tomorrow. Oversight of this Policy is governed by the People and Remuneration Committee of the Board.

An inclusive and diverse workplace includes:

- fostering an environment where all employees feel confident to contribute their ideas and perspectives in a manner that is genuine and authentic to their personal beliefs and attributes
- an opportunity for every individual to excel regardless of their gender, gender identity, cultural background, age, sexual orientation, disability or ethnicity
- having fair and equitable opportunities in employment throughout the term of the employment relationship, including recruitment, training, professional development, and promotion; and
- not accepting behaviour which is unacceptable and contrary to our Principles and our Code of Conduct, such as discrimination and harassment.

## Actions

We will:

- Create a culture that fosters and empowers inclusion and diversity.
- Recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the communities we operate within.
- Embrace inclusion and diversity in recruitment and promotion activities at all levels.
- Value and respect the skills, experiences, and perspectives each employee brings to our workplace.
- Create an inclusive, productive and safe workplace by taking action to prevent and stop discrimination, harassment, and bullying.
- Assist our employees in achieving a holistic balance between life and work.



**Mark Norwell**  
Managing Director  
Perenti

Approved by the Perenti Board on 30 April 2020