

Equality and Diversity in the Workplace Policy

Company values

Transfield Services' values are integral to everything that we do, and underpin our commitment to equality and diversity in all workplace practices:

- We lead the way.
- We do what's right.
- We care for each other.
- We take responsibility.

Our Commitment

It is Transfield Services' policy that all employees be afforded:

- Equal and fair opportunities in recruitment, remuneration, terms and conditions, professional development, promotions, transfers and termination of employment.
- A fair and safe working environment.

Transfield Services will ensure that no person or group of people will be treated less favourably than another on discriminatory grounds and that all decisions will be based on merit. Employees are to be treated according to their skills, qualifications, competencies and potential.

Transfield Services recognises that within each country of operation exist laws that govern workplace equality and diversity and is committed to complying with them.

Diversity

As an international organisation our workforce comprises of individuals from a wide range of backgrounds. Transfield Services is an inclusive organisation; we champion respect, acceptance and appreciation for all employees. Diversity is integral to our culture and how we conduct our business. It is evident in who we are, and the clients and community in which we service. Individual and group minority differences are celebrated and encouraged at all levels. We recognise the innovative and effective management of a diverse workforce will directly impact our competitive advantage and business success.

Equality

We aim to ensure the workplace is free from all forms of discrimination, hostility, harassment and bullying. At no time do we condone discriminatory behaviour that is based on individual or group attributes such as gender, sexual preference, transgender status, marital status, disability, religion, culture, racial origins, political preference, trade unionism, pregnancy or age. Throughout the employment relationship, Transfield Services conducts regular staff training on equality in the workplace.

Systems and processes are in place in each country, to assist in managing the complaints and investigations process; so that all employees may feel confident their concerns are dealt with in a confidential, professional and objective manner. When an employee reports harassment as specified above, the Company will undertake a prompt investigation appropriate to the circumstances. An individual who reports incidents that the employee, in good faith, believes to be violations of this policy, or who is involved in the investigation of harassment, will not be subject to reprisal or retaliation.