

Civmec is an integrated, multidisciplinary construction and engineering services provider to the energy, resources, infrastructure, marine and defence sectors.

Civmec values diversity and equal opportunity. We aim to recruit and develop a talented and diverse workforce that represents the wide range of backgrounds in our community to the benefit of Civmec.

This policy sets out the guidelines by which Civmec will endeavour to increase diversity throughout the company.

This policy applies to all employees of Civmec. It is a requirement of employment that this policy be adhered to.

Civmec will:

- 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;
- ensure all employees are aware of the company's commitment to diversity and understand their own responsibilities towards enabling a diverse workforce;
- promote and educate employees on the appropriate standards of acceptable behaviour at all times and take action against inappropriate behaviour; and
- not discriminate against individuals based on gender, gender identity, sexual orientation, ethnicity, relationship status, disability or impairment, religious beliefs, union membership, age, parental or caregiving responsibilities, political belief, or any other protected attribute as defined by law.

Civmec is committed to:

- fostering diversity and inclusion throughout the organisation;
- recruitment and retention of the best candidates for positions; and
- treatment of individuals with respect.

Civmec is particularly focused on maintaining and increasing diversity in the following key areas of:

- gender diversity in senior management; and
- participation of Aboriginal and Torres Strait Islander Peoples in Civmec's operations.

Responsibilities of management:

- Management will be responsible for achieving the diversity objectives determined by Civmec Limited.
- Management will be responsible for reporting to Civmec Limited on the progress toward and achievement of the diversity objectives.
- Management will be responsible for ensuring there are suitable avenues for raising and addressing concerns.
- Management will integrate diversity into their teams and demonstrate a commitment to fostering a work environment where people are valued, included, and able to reach their full potential.



Patrick Tallon  
Chief Executive Officer  
Civmec Group  
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