



DIVERSITY & EQUAL OPPORTUNITY POLICY

Introduction

Ausdrill Limited has a diverse workforce based in various geographic areas around the world. Its workforce comprises employees from varied backgrounds who are unique to their experience, skills and views. They also differ by gender, culturally, ethnically and in other ways such as education, age, physical ability and family responsibility.

Ausdrill is committed to providing equal opportunity at its workplace and diversity in its workforce, through the promotion of an environment: (i) conducive to the appointment of well qualified employees, senior management and board candidates; and (ii) free from harassment and discrimination in which all employees are treated fairly and with respect.

Purpose

This Policy aims to:

- promote diversity in the workplace;
- eliminate discrimination and harassment in the workplace; and
- ensure employees act in accordance with the Policy in carrying out their duties.

The Policy provides a framework for Ausdrill to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) improved employment and career development opportunities for all;
- (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and equal opportunity; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for equal opportunity and all aspects of diversity,

Ausdrill believes that the promotion of diversity and equal opportunity within the organisation generally:

- (a) is socially and economically responsible good governance practice;
- (b) broadens the pool for recruitment of high quality employees;
- (c) is likely to encourage greater innovation through the inclusion of different perspectives; and
- (d) is likely to be a positive contributor to employee retention.





Diversity

Diversity recognises, respects and values differences based on gender, ethnicity, colour, age, race, religion, disability, national origin and sexual orientation. It includes a range of individual characteristics and experiences, such as leadership and communications style, career path, life experience, educational background, marital status, parental status and other variables that influence personal perspectives. These personal perspectives result in different approaches being taken on various issues which arise, and diversity is therefore also about diversity of thought.

Ausdrill employs people on the basis that the person to fill a position is the best person to perform the duties for that position. Where applicants for a position are of equal standing, Ausdrill will consider diversity in determining which applicant to appoint to the position.

Equal Opportunity

Equal Opportunity requires persons to be treated fairly and similarly without prejudice or unfair preference being given to a person or group, and embraces the relevant provisions of the various Australian Federal and State Equal Opportunity and Anti-Discrimination Acts.

In relation to Equal Opportunity, Ausdrill's standards on Discrimination and Harassment and Anti-Bullying (STD-HRM-GRP) applies and procedures set out therein are to be followed.

Responsibility

Managing diversity is underpinned by Ausdrill's values and is a key accountability of all managers and a shared responsibility of every employee and contractor engaged in activities under Ausdrill control.

Enforcement

Ausdrill does not tolerate discrimination in any form and will take disciplinary action against any person or persons who discriminate against another person or group of persons.

This policy will be reviewed biennially.

Mark Norwell
Managing Director
AUSDRILL

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