

Diversity and Inclusiveness Policy

Level: Board
Policy: BRD-BP-001
Version no: 3.0
Effective: [22 March 2017]
Approved by: [Board]

POLICY

The Company is committed to developing a diverse and inclusive workforce where it sources, selects, develops and retains a diverse, skilled, experienced and engaged workforce comprising motivated employees from the widest possible pool of available talent; including diversity of age, disability, ethnicity, marital or family status, religious or cultural background (specifically but not limited to Aboriginal and Torres Strait Islander and Maori cultures), sexual orientation and gender identity.

PURPOSE

This Diversity and Inclusiveness Policy has been established to assist the Company, its officers and employees to leverage the benefits of a diverse workforce and to contribute to the achievement of its strategic objectives, by:

- Communicating the Company's intent, priorities and practices so that everyone is aware of its expectations and standards;
- Creating greater transparency and accountability in achieving the Company's goals; and
- Driving business results.

SCOPE

The Board, the Committees and the Company.

1.0 DEFINITIONS

1.1 ASX means ASX Limited or, if the context requires, the securities exchange operated by it.

Board means the Board of Directors of Downer EDI Limited (ACN 003 872 848).

Company refers to Downer EDI Limited (ACN 003 872 848), its subsidiary companies, operating divisions and business units.

Director means any person who is appointed to the Board and includes alternate directors.

2.0 PHILOSOPHY AND PRINCIPLES

2.1 Philosophy and principles

This Diversity and Inclusiveness Policy is based on the following philosophy and core principles of the Company:

- Reflection – the Company's culture reflects the diversity of our employees, our customers

and the communities in which we operate;

- Merit – Decisions about recruitment, development, promotion and remuneration (including gender pay equity) are based on performance and developing capabilities so that a diverse range of candidates are considered without conscious or unconscious biases that might discriminate against certain candidates;
- Fairness and Equality – the Company's business practices promote equality of opportunity throughout all aspects of the employment lifecycle and ensure that everyone enjoys a work environment that is free from discrimination, harassment, vilification and victimisation; and
- Everyone's business – the Company's values reflect the focussed initiatives it has implemented, but also drive the overall success as diversity and inclusion is everyone's business.

2.2 Diversity and inclusiveness work programme

To ensure the Company achieves its diversity and inclusiveness objectives it will:

- Develop a Diversity and Inclusiveness Framework, including the establishment of a Group Diversity Steering Committee and Divisional Diversity Steering Committees;
- Identify and implement initiatives to develop a talented and diverse workforce that represents the wide range of cultures in our community;
- 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 age, gender, ethnicity, ability, sexual orientation and gender identity;
- Remove barriers to achieve a genuinely diverse and talented workforce;
- Engage our workforce to ensure we identify high potential people and provide for succession planning so that we retain, train, develop, manage and fairly promote our valued employees;
- Implement strategies and initiatives to regularly analyse, monitor, communicate and address any gender pay gap (to the extent one exists);
- Develop employee and manager support resources to improve flexible working arrangements that support employees with family and caring responsibilities, including while employees are on parental leave;
- Review and seek to understand the reasons for resignations so that we can act to reasonably improve any aspects of employment; and
- Ensure all employees are aware of the Company's commitment to diversity and understand their own responsibilities towards enabling a diverse workforce.

3.0 MEASUREMENT AND REPORTING

3.1 The Board, through the Group Diversity Steering Committee, will:

- Review and monitor the implementation of the Company's Diversity and Inclusiveness

Policy and Divisional Diversity and Inclusiveness Plans;

- Agree and set measurable objectives for achieving greater workforce Diversity & Inclusiveness;
- Review and assess the Company's progress in achieving the stated objectives annually; and
- Report details of progress of the diversity and inclusiveness programme in achieving the Company's measurable objectives.

4.0 REVIEW

- 4.1** This policy will be reviewed on a regular basis or at least annually to ensure that it aligns with the Company's values, strategic objectives and obligations.