

# DIVERSITY AND INCLUSION POLICY

**Contract Resources, at all times, supports and facilitates an inclusive work environment that embraces differences and the benefits they deliver. These differences can include gender identity, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation, education, and other areas.**

Contract Resources subscribes to an inclusive work environment that values differences so that diversity of thought, ideas, styles and perspectives are leveraged to create true business value. Our commitment to diversity and inclusion is supported by:

- Our recruitment policy to attract, engage, retain and motivate a diverse team from the widest possible pool of talent, backgrounds and experience.
- Encouraging the support of Indigenous associations through employment opportunities and business relationships.
- The development of recruitment protocols that eliminate bias, whether real or perceived.
- Creating a dynamic, flexible work environment to foster high performance, wellbeing, employee engagement and satisfaction.
- Respect stakeholder diversity by developing strong and sustainable relationships with communities, employees, governments, clients and suppliers.
- Embrace diversity of view, utilising a variety of intellect, skills, experience and work styles.
- Emphasise the accountability of our leaders to foster an inclusive culture where individual difference is understood, respected and valued.
- Foster a working environment free from discrimination, harassment, vilification, and victimisation.

Our Chief Executive Officer has ultimate responsibility for the implementation of this policy, supported by the senior management team, who are accountable for its application of the policy within their respective area of responsibility. All employees recognise that all have an obligation to ensure we support and facilitate an inclusive work environment.

This policy will be made available to interested parties and the public, reviewed annually by senior management to ensure its continued relevance to the organisation, and reviewed two-yearly by the Board.



**Michael Charles**  
Chief Executive Officer