

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.

An inclusive work environment values differences so that diversity of thought, ideas, styles and perspectives are leveraged to create true business value through the following principles, which form part of Contracts Resources' Human Resources policy:

- Attract, recruit, engage, retain and motivate a diverse team from the widest possible pool of talent, backgrounds and experience.
- Encourage Indigenous associations through employment opportunities and business relationships.
- Develop recruitment protocols that eliminate bias, whether it is real or perceived.
- Create 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 viewpoint, 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.

As an organisation, we commit to learn from the mistakes of the past and continually improve in everything we do.



Adam Machon

Chief Executive Officer