

# 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' Safety, Health and Wellbeing 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.

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 four-yearly by the Board.



Adam Machon  
Chief Executive Officer