

1. PURPOSE

- 1.1. At Decmil Group Limited (Company), we value diversity and equal opportunity. We aim to ensure that the workforce, including the board, is made up of individuals with diverse skills, values, backgrounds and experience to the benefit of the Company.
- 1.2. Diversity assists the Company to achieve its objectives and deliver for its stakeholders by enabling it to attract and retain the most qualified and experienced individuals to the workforce.

2. SCOPE

- 2.1. This policy (Policy) applies to all directors, employees, whether full-time, part-time, casual or temporary, as well as to contractors and consultants.

3. EFFECT OF THE POLICY

- 3.1. This Policy sets out the guidelines by which the Company will endeavour to increase diversity throughout the Company including at board level.
- 3.2. The contents of this Policy, to the extent that they impose obligations on the Company, do not constitute contractual terms, conditions or representations.

4. DIVERSITY

- 4.1. Diversity refers to characteristics such as age, gender, sexual orientation, race, religion, disability and ethnicity.
- 4.2. The Company will not discriminate against individuals on any of the following grounds:

- Gender
- Race
- Relationship status
- Impairment
- Pregnancy
- Religious belief or activity
- Parental status
- Political belief or activity
- Family responsibilities
- Trade union activity (or inactivity)
- Breastfeeding
- Lawful sexual activity
- Age
- Ethnicity
- Irrelevant criminal record
- Irrelevant medical record
- Gender identity
- Physical features
- Association with or relation to a person identified on the basis of an attribute associated with any of the above grounds.

5. STATEMENT OF PRINCIPLES

- 5.1. The Company is committed to:
 - (a) Equality of opportunity throughout the organisation;
 - (b) Recruitment and retention of the best candidates for positions;
 - (c) Treatment of individuals with respect.

6. KEY AREAS OF FOCUS

- 6.1. The Company particularly is focussed on maintaining and increasing diversity in the following key areas:
- (a) gender diversity in senior management and on the board; and
 - (b) participation of indigenous Australians in the Company's operations.

7. RESPONSIBILITIES

7.1. Board responsibilities

- (a) The board will establish measurable objectives for achieving diversity, particularly gender diversity, within the Company and in the board;
- (b) The board will assess the performance of the Company annually in achieving the objectives and the progress toward achieving the objectives.
- (c) The board will consider diversity in the selection of board members and will consider the issue of diversity in developing its selection criteria and process for candidates for membership of the board.

7.2. Responsibilities of management

- (a) Management will be responsible for achieving the diversity objectives determined by the board.
- (b) Management will be responsible for reporting to the board on the progress toward and achievement of the diversity objectives.

8. REPORTING

8.1. The Company will report in its annual report on the:

- (a) objectives set by the board and its achievement or progress toward achieving those objectives;
- (b) the proportion of women employed (on a full time equivalent basis) by the Company and by any subsidiaries of the Company at all levels and at senior executive levels; and
- (c) the proportion of women sitting on the board of the Company.

9. CHANGES TO THIS POLICY

- 9.1. The Company reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.
- 9.2. Any changes to the Policy will be communicated.

This Policy was approved, by the Decmil Group Limited Board on 25 May 2011.



Denis Criddle
Chairman of the Board