



Diversity Policy

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The Company's Diversity Policy and Code of Conduct (SCEE-MN-CG-POL-0007) are integrally linked and should be read in conjunction with each other.

Diversity recognises and values the unique contribution people can make because of their individual backgrounds and different skills, experiences and perspectives. It encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, experience and education.

Southern Cross Electrical Engineering ("the Company") recognises its talented and diverse workforce as a key competitive advantage and that our business success is a reflection of the quality, dedication and skill of our people.

The Company is committed to seeking out and retaining the best talent to ensure our business growth and performance. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work and we value that diversity in all that we do. We recognise that diversity management benefits individuals, teams, our company overall, and our customers.

The Company is an equal opportunity employer where employees are evaluated on their own merits. All employees are treated with respect and dignity and it is the Company's policy that they will not be subjected to any form of discrimination, harassment and other objectionable conduct in the workplace.

Under current federal and state legislation, including:

- Age Discrimination Act 2004
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Sex Discrimination Act 1984; and
- Racial Discrimination Act 1975

employees and prospective employees are judged on, not who or what they are, but how well they perform their duties and their ability to maintain company services and standards.

The coordination of the Company's Diversity program, incorporating its Anti-Discrimination and Equal Opportunity program, rests with the Company's Human Resources Manager. This program includes, but is not limited to, the ongoing review of human resources policies relating to recruitment, training, internal transfers, parental leave entitlements, appropriate termination procedures and the impartial and confidential investigation(s) of any instances of harassment and/or discrimination in the workplace.

The Human Resources Manager is responsible for monitoring, reviewing and reporting, periodically, to the Managing Director on the Company's compliance with this policy, including its progress against all measurable objectives. The Managing Director, in turn, reports to the Board on the Company's progress.

The Board is responsible for reviewing this policy periodically, together with assessing both the measurable objectives and the Company's progress in achieving them.