



Austal Group  
**Equity And Diversity Policy**  
20 August 2021

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Document custodian:	VP People & Culture	Revision n <sup>o</sup> .:	1.03
Department:	People & Culture	Next review date:	August 2024

## 1. Policy statement

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Austal recognises that diversity, respect and appreciation of all Employees is integral to creating a collaborative workplace, with a competitive advantage and sustainable business success. Austal will ensure that all employment practices and standards of behaviour are not in breach of legislated unlawful discrimination and / or harassment.

Austal affords fair and equitable opportunities to all employees throughout the lifecycle of the employment relationship by conducting activities that are underpinned by the following principles:

- Recruiting and managing performance on the basis of a person's competence and performance;
- Providing equitable access to employment, learning and development opportunities
- Promoting a culture that empowers and rewards people to act in accordance with Austal values;
- Differences that exist amongst personnel are respected and valued;
- The range of needs of all employees, contractors and customers are best met by the use of inclusive practices and the provision of reasonable adjustments where required;
- Create an inclusive, productive and safe work environment by taking action to prevent and stop unlawful discrimination, bullying and / or harassment; and
- Broadening the workforce profile to be more representative of the diversity in the Australian community.

Managing and promoting equity and diversity is a key accountability and shared responsibility of every employee and contractor at our workplace.

Austal Limited Board of Directors, Executive and employees are committed to achieving and maintaining the following diversity targets:

- Board composition 40% female by 2022
- 25% of Australian workforce female by 2030

## 2. Purpose

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The purpose of this policy is to promote a fair and inclusive workplace culture free from discrimination and harassment. This policy is designed in recognition that all people have an inherent right to be treated with dignity and equality.

### 3. Scope

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This policy applies to:

- all the employees of the Austal Group of companies
- contractors working within Austal's workforce
- Austal Group and Business Unit operations and activities

### 4. Accountability and responsibility

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The accountability and responsibility for developing, implementing and maintaining this policy are defined below:

#### A. Austal Limited Board of Directors (Board)

The Board is responsible for:

- approving this policy and any revisions to it
- reviewing any serious breaches of this policy and endorsing appropriate remedy

#### B. Audit & Risk Committee (A&RC)

The A&RC is accountable for ensuring:

- that this policy is approved and implemented
- the continuing relevance of this policy and the currency of its content by reviewing every 2 years or upon any changes to relevant legislation
- that appropriate remedial action is taken if there is a compliance breach

#### C. Chief Executive Officer (CEO)

The CEO is accountable for the implementation of this policy and is responsible for:

- endorsing this policy and presenting it to the A&RC for approval
- approving any standards and procedures that enable this policy
- ensuring non-compliance and serious breaches are reported to the Board
- ensuring that appropriate remedial action is identified and implemented if there is a serious compliance breach

## D. VP People & Culture

The VP People & Culture is responsible for:

- developing, reviewing and recommending revisions to this policy
- ensuring that people affected by this policy are aware of their responsibilities
- ensuring the approved version of this policy is communicated and published in Austal's Business Management System (BMS)
- ensuring methods to ensure compliance with this policy, and any related standards and frameworks, have been developed and implemented
- monitoring the continuing relevance of this policy and the currency of its content and reporting annually to the audit committee developing, issuing and maintaining standards and procedures that enable this policy
- maintaining this policy and any standards and procedures that enable this policy in Austal's BMS
- ensuring compliance with this policy and any related standards and frameworks
- providing guidance to the business on their responsibilities to implement and enable this policy
- identifying and communicating threats of non-compliance and breaches to the Executive Management and the Board
- identifying and ensuring appropriate remedial action is taken if there is a compliance breach
- developing and reporting KPI's to the Executive committee on the compliance to this policy

## E. Austal Executives and Managers

The Austal Executives, Managers and Business Unit Leaders are responsible for:

- developing and implementing methods to ensure compliance with this policy and any related standards and frameworks
- role modelling the required behaviours that align with this policy
- ensuring that all employees within their areas of responsibility comply with this policy and any related standards and frameworks
- identifying and communicating threats of non-compliance and breaches to the HR Manager
- implementing appropriate remedial action if there is a compliance breach

## 5. Review

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This policy will be reviewed and evaluated by the Board at least once in every three year period taking into account the purpose of this policy and the outcome of the compliance reviews performed.

## 6. Related documents

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Description	Document reference number