

Equal Employment Opportunity and Workplace Equity and Diversity Policy

WorkPac is committed to Equal Employment Opportunity (EEO) and maintaining and developing equity and diversity in its workplaces. We consider this is the best way to achieve our objectives, enhance our reputation and attract, engage and retain talented employees.

WorkPac aims to provide a work environment that fosters fairness, inclusiveness, equity, and respect for social and cultural diversity, and that is free from unlawful discrimination, harassment and vilification.

In fulfilling this commitment, WorkPac will:

- Foster a workplace culture which respects, values and responds to the rich diversity of our employees;
- Provide equal opportunity to our employees by removing barriers to participation and progression in employment so that all employees have the opportunity to fully contribute;
- Our decisions regarding the employment, training, development, promotion or remuneration of our employees and potential employees are based on merit, having regard to demonstrated skills, qualifications, abilities and the role itself. We will not base our decisions on irrelevant or illegal factors;
- Clearly prohibit any unlawful discrimination against a person based on a personal attribute unrelated to job performance, such as race, gender identity, sexual orientation, intersex status, physical or mental disability, relationship status, religion, political opinion, pregnancy, breastfeeding or family responsibilities;
- Consider and continuously review the gender composition of our workforce and governing bodies, in recognition of the impact of factors such as gender inequality in the workplace and our obligation to take all reasonable steps to mitigate that risk;
- Promote clear and accountable management policies and practices to engender trust between all employees; and
- Take positive action to ensure that all employees are aware of their rights and responsibilities in relation to gender equality, equity and diversity in the workplace.

To achieve these goals, WorkPac seeks and expects the continued cooperation from all members of the WorkPac community, including its clients, suppliers, employees and contractors.

Signed:



HAMISH GRIFFIN
Chief Executive Officer
WorkPac
1st November 2023