

Diversity Policy

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1. Introduction

- 1.1 Emeco Holdings Limited and its subsidiaries (**Emeco**) value and embrace diversity in the Emeco workforce and strive to provide an inclusive environment where diverse workers thrive.
- 1.2 Emeco's diversity encompasses differences in age, nationality, ethnicity, religious beliefs, sexual orientation, gender identity or expression, physical ability, cultural background, thinking styles, experience, family background (including carer commitments) and education.
- 1.3 Emeco believes that promoting diversity:
- (a) broadens the pool for recruitment of high quality directors and employees;
 - (b) assists employee retention and team performance;
 - (c) promotes innovation, productivity and engagement through the inclusion of different perspectives;
 - (d) is socially and economically responsible; and
 - (e) underpins the sustainability of Emeco's business.
- 1.4 Emeco aims to have a leadership and workforce that reflects the diversity of the broader community and to provide an inclusive organisational environment in which employees feel safe, empowered and motivated to be the best they can be.
- 1.5 Emeco recognises that employees at all levels of the business may have domestic responsibilities that may require flexible work practices to assist them to meet those responsibilities.
- 1.6 Supporting workplace diversity is the responsibility of each member of Emeco's workforce and each worker should be familiar with this policy, the code of conduct and all other Emeco policies on behaviour in the workplace.

2. Diversity programs and initiatives

- 2.1 Emeco seeks to promote diversity across the workforce in various ways, including through recruitment policies and practices and development programs.
- 2.2 At present, Emeco is focussing initiative development and program implementation on encouraging and increasing:
- (a) participation by women in the mining services sector;
 - (b) representation of women in leadership; and
 - (c) cultural diversity in the workforce participation, in particular, Indigenous and Torres Strait Islander cultures.
- 2.3 Underpinning Emeco's diversity programs and initiatives are the principles of:
- (a) Meritocracy – decisions about recruitment, development, promotion and remuneration are based on performance and capabilities.

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- (b) Fairness and equality – embracing diversity and being inclusive means Emeco does not tolerate unlawful discrimination, bullying, harassment or victimisation.
- (c) Contribution to Emeco’s future – focusing on results for Emeco’s workforce and business, not on processes or programs for their own sake.
- (d) Everyone’s business – whilst Emeco develops programs and initiatives for identified groups, Emeco recognises that workforce diversity and inclusion is the responsibility of the entire Emeco workforce. Diversity and inclusion is an important part of Emeco’s culture and its business, and contributes to achieving great results for Emeco, Emeco’s customers, stakeholders and the broader community.

3. Measurable objectives

- 3.1 The board sets Emeco's measurable objectives on diversity. Emeco’s progress towards achieving those objectives is reviewed and assessed each year by the remuneration and nomination committee and then reported to the board.
- 3.2 Each year Emeco discloses its measurable objectives for diversity, and the progress towards achieving those objectives, in the corporate governance section of the Emeco website.

4. Policy review

This policy will be reviewed by the board every two years.

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