

Diversity and Inclusion Policy

Contents

Clause Number	Heading	Page
1.	Introduction	3
2.	Diversity programs and initiatives	3
3.	Measurable objectives	4
4.	Policy review	4

Verified by: Co Sec	Corporate Governance - Policy – 005	Version	Date	Review	Page No
Initial: 	Diversity and Inclusion	7.0	August 2025	August 2027	Page 2

1. Introduction

- 1.1 Emeco Holdings Limited and its subsidiaries (**Emeco**) value and embrace diversity in the Emeco workforce and in our customers, suppliers and stakeholders. Emeco strives to provide an inclusive environment where all workers can 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, socio-economic background, 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 focusing initiative development and program implementation on encouraging and increasing:
- (a) participation by women in the mining services sector, in particular in non-technical and trade roles;
 - (b) representation of women in leadership at all levels of the Emeco workforce; and
 - (c) cultural diversity in the workforce participation, in particular, Aboriginal and Torres Strait Islander peoples.

Verified by: Co Sec	Corporate Governance - Policy – 005	Version	Date	Review	Page No
Initial: 	Diversity and Inclusion	7.0	August 2025	August 2027	Page 3

- 2.3 Emeco seeks to implement recruitment and selection practices that are appropriately structured to:
- (a) allow a diverse range of candidates to be considered, and
 - (b) assist in guarding against any conscious or unconscious bias.
- 2.4 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.
 - (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.
 - (e) 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 Emeco encourages its employees to be open regarding their diversity. Emeco seeks to understand the demographics within its workforce to assist Emeco in developing policies and process to promote inclusive workplaces and practices.
- 3.2 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.
- 3.3 Each year Emeco discloses its measurable objectives for diversity, and the progress towards achieving those objectives and details of the relevant proportions of men and women on the board, in senior executive positions and across the workforce, on the Emeco website.
-

4. Policy review

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

Employees are encouraged to direct any questions regarding this policy or its application to the Group Manager Human Resources.

Verified by: Co Sec	Corporate Governance - Policy – 005	Version	Date	Review	Page No
Initial: 	Diversity and Inclusion	7.0	August 2025	August 2027	Page 4