



WORKPLACE DIVERSITY

Our Workplace Diversity Policy and program provides positive initiatives to improve employment procedures and conditions for all employees.

In delivering these initiatives, we will:

- communicate Thiess Services Middle East Workplace Diversity Policy and procedures to all employees and other stakeholders as appropriate;
- promote a culture that provides workplaces that are free from discrimination, harassment, and abuse;
- ensure that all employees have equal access to employment opportunities within the workplace;
- treat all employees fairly and with respect;
- encourage and facilitate employment and promotion from groups recognised by equal employment opportunity and antidiscrimination-related legislation; and
- review employment practices to ensure flexibility in accommodating the changing needs of our employees.

We are committed to providing a workplace where there is equal employment opportunity and recognise and respect that we all have different backgrounds, beliefs and experiences.

The implementation of this policy will enhance our ability to realize the potential of our diversity.

A handwritten signature in blue ink, appearing to read "Tim Harwood". The signature is stylized and written over a light blue background.

Tim Harwood
General Manager