



EQUITY AND DIVERSITY POLICY

Austal recognises that developing a diverse workforce is critical in building our organisational capability and maintaining a high level of performance. Diversity may result from a range of factors including place of origin, age, gender, cultural heritage, education, physical ability, appearance, language and family responsibilities.

Equal employment opportunity is a responsibility that exists throughout the term of the employment relationship and includes recruitment, training and professional development and promotion.

Above all, we are committed to ensuring that all employees are treated fairly and with dignity and respect.

Austal achieves these objectives by:

- Recruiting and managing on the basis of a person's competence and performance
- Creating a culture that empowers and rewards people to act in accordance with this policy
- Valuing and respecting the distinctive skills, experiences and perspectives each individual brings to the workplace
- Ensuring we have clear reporting processes and procedures in place
- Creating an inclusive, productive and safe work environment by taking action to prevent and stop discrimination, harassment and bullying

Managing diversity is underpinned by our Austal Values, is a key accountability of our managers and a shared responsibility of every employee and contractor at our workplaces.

ANDREW BELLAMY
CHIEF EXECUTIVE OFFICER
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