

Ausenco Diversity Policy

Ausenco operates in over 20 countries globally and as a result, our workforce is made up of individuals with a large range of skills, values, backgrounds and experiences. We value this diversity and recognise the organisational strength and opportunity for ingenuity that it brings.

We believe our diversity contributes to the achievement of our corporate and strategic objectives. It enables us to attract the people with the best skills and attributes, and to develop a workforce whose diversity reflects the international nature of our business and our clients.

We are committed to providing an environment in which all our employees are treated with respect and have fair access to opportunities available at work.

Diversity – ‘What it means to Ausenco’

We actively promote diversity in our workforce, and in this context, diversity at Ausenco refers to the characteristics that make individuals different from each other. It includes characteristics or factors such as level of education, skills and training, religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference.

Responsibility

All leaders are responsible for implementing this policy. The Board’s Remuneration Committee is responsible for assessing the achievement against diversity objectives on an annual basis, including but not limited to the representation of women at all levels of the organisation.

Our focus reinforces the importance of equality in the workplace. We make hiring and advancement decisions based on merit, not any defined or artificial quota. At Ausenco, the best person for the job is hired.

In addition to our annual review of progress on our diversity goals and adherence to our diversity policy, we invite interested parties to provide feedback on our diversity policy and performance.

We will be reporting on all regulatory provisions regarding diversity.



Zimi Meka
Chief Executive Officer
12 October 2011