

MONADELPHOUS GROUP LIMITED
DIVERSITY POLICY

Purpose

This document forms part of the Monadelphous Group Limited (MGL) Corporate Governance Framework and details the Company's attitude, and commitment to diversity in the workplace.

This document has been prepared in line with the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations 3rd Edition*.

Scope

The policy applies to all Monadelphous Group employees.

Diversity Policy

Our workforce consists of people with diverse cultures, backgrounds and skills. This diversity enriches our breadth of knowledge, capabilities and experience enabling us to deliver enhanced and more innovative solutions to our customers.

Monadelphous has an objective to attract, develop and retain people who are highly competent, live the Company's values, and actively contribute to the long-term success of the business. Diversity supports this objective by bringing a broader range of perspectives and ideas together which create value for customers, our shareholders, and our teams.

Monadelphous is committed to diversity and equal opportunity through employment of people, regardless of gender, sexual preference, marital status, pregnancy, family responsibilities, ethnicity, political or religious belief, cultural background, disability or age.

This commitment is supported through:

- promoting the awareness of, and commitment to, workplace diversity principles
- recruitment strategies that ensure we attract employees from a diverse pool of qualified candidates
- policies and actions which ensure all employees are valued, encouraged and provided with opportunities to develop to their full potential
- integration of workplace diversity principles into business and human resources processes and systems
- implementation of a code of conduct, which is underpinned by the Monadelphous values and provides guidance on the behaviour of all employees, including in relation to equality in employment
- establishing measurable objectives for achieving greater diversity and annually reviewing those objectives and the progress made towards achieving them.

Robert Velletri

Managing Director

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