

# Diversity and Inclusion Policy

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## 1. Introduction

D&H Steel Construction recognises the important contributions that people with different skills, experiences, perspectives, and backgrounds bring to the workplace. We know the value that these differences bring to effective decision-making, business outcomes and overall performance. We also recognise that an inclusive workplace enables us to attract, retain and develop a team that is better equipped to address the challenges facing our organisation and our industry. We also understand that building a diverse and inclusive workplace culture will enable D&H Steel Construction to deliver enhanced relationships with members, stakeholders, and society more broadly.

## 2. Scope

This policy applies to all D&H Steel Construction employees, interns, and persons conducting business on behalf of D&H Steel Construction.

## 3. Purpose

The purpose of this policy is to confirm D&H Steel Construction's commitment to diversity and inclusion.

This policy outlines the principles and processes associated with ensuring diversity and inclusion within our workplace and provides a framework to support a diverse workforce and inclusive workplace for all employees of D&H Steel Construction.

## 4. Principles of diversity and inclusion

D&H Steel Construction's principles for workforce diversity and inclusion:

- Differences are respected. These differences can include gender, gender identity, pregnancy, sexual orientation, physical disability, age, family status, perspective, thinking styles, appearance, religious or ideological beliefs, political affiliation, marital status, union membership and lifestyle.
- All employees are given the opportunity to contribute and develop.
- Recruitment processes should appeal to, and ideally encourage, a diverse range of candidates.
- A focus on diversity does not negate merit-based appointment and promotion.
- Staff with a similar level of experience and working to the same standard and of equal value to D&H Steel Construction are compensated equally.
- Work practices (e.g. tasks requiring manual operation or meeting times) should be reviewed if they are reducing inclusion.
- Flexible work practises support staff to manage work and life commitments.
- Our communications to members must also recognise the importance of diversity and inclusion.

## 5. Accountability

All D&H Steel Construction staff are responsible for creating a diverse and inclusive workplace. The D&H Steel Construction leadership team is accountable for role modelling and implementing measures to deliver on our diversity and inclusion principles.

## 6. Initiatives

D&H Steel Construction will:

- Annually review implementation of this Policy.
- Maintain a proactive approach to diversity and inclusion.
- Disclose diversity and inclusion achievements in our Annual Report.
- Offer flexible work practices, where appropriate.
- Disseminate contemporary practice, trends and research to members and staff.

- Communicate clear expectations of leaders and employees regarding the actions, conduct and behaviours that support diversity and inclusion.

**Signed**

A handwritten signature in blue ink, appearing to read 'Wayne', is written over a horizontal line.

**Managing Director  
D&H Steel Construction Ltd**