



## DIVERSITY and EQUALITY POLICY

The purpose of this policy is to enshrine diversity and equality of employment throughout all levels of the Company, irrespective of gender, race, marital status, ethnicity, disability, age, nationality, sexuality, religion or belief, or social status.

The Company recognises that a talented and diverse workforce is a key element in ongoing growth and business success.

The Company opposes all forms of unlawful and/or unfair discrimination. Each employee is entitled to a working environment which promotes fairness, dignity and respect to all.

All employees, whether part time or full time, permanent or casual, will be treated fairly and equally. Our actions must demonstrate and confirm our respect for each other and each other's contribution.

Selection for employment, training, promotion or any other benefit within the Company will be on the basis of skills, aptitudes and abilities necessary to meet the work place requirements of the Company across the entire range of its operations.

All employees will be helped and encouraged to develop to their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation. We will ensure training and awareness of this policy and encourage others to adopt this commitment.

In respect of gender diversity the Company notes:

- The Company operates largely in a manufacturing/civil installations environment.
- The Company is a small to medium enterprise with a Board of five directors.
- The Company operates nationally, with sales personnel expected to travel widely.

The Company will target to maintain or, where business operations permit, to improve the current level of gender diversity within the company, commensurate with employment of the best available personnel to manage and service the company.

Management will report to the Board of Directors on a six monthly basis the level of gender diversity at Board level, at senior management level and across the Company as a whole. The Board will disclose this information as percentages on an annual basis and, where necessary, will provide appropriate commentary.

This policy is fully supported by the Board of Directors and senior management of Saferoads and will be monitored and reviewed annually.