

Diversity Policy

Policy

Why does PWR have a diversity policy?

This policy confirms the commitment of PWR Holdings Limited and its wholly owned subsidiaries (**PWR**) to:

1. eradicating unlawful discrimination and bullying in the workplace;
2. ensuring that all the PWR team feel comfortable to be themselves while at work; and
3. removing barriers that people from diverse backgrounds may experience in becoming part of, and staying part of, the PWR team.

These 3 commitments together form PWR's **Equality Fundamentals**.

Why is equality important?

Respect and Teamwork are two of the three core elements of PWR's DNA. PWR's Equality Fundamentals are necessary extensions of these values. PWR believes that the effective implementation of the Equality Fundamentals is the best way to foster and maintain diversity in the workplace.

PWR fundamentally believes that its Equality Fundamentals are not just good for PWR's staff. They also deliver real benefits to PWR, including facilitating diversity of thought, improving business performance, enhancing service delivery and improving staff attraction, retention, motivation and satisfaction.

PWR is committed to attracting and retaining the best talent it can. A key aspect of this commitment is ensuring that those who share PWR's DNA are never discouraged from joining or staying in the team because of some immutable characteristic.

PWR recognises the importance and value of diversity at all levels. It is therefore dedicated to promoting the Equality Fundamentals within its culture and believes that this is vital for developing and maintaining a high-performing and positive workplace.

How does PWR demonstrate its commitment?

PWR is committed to:

- creating a high-performance and inclusive culture that fosters, supports and values people from a range of backgrounds and with a range of life experiences;
- recognising and respecting the value of individual differences;
- ensuring that all employees are treated with fairness, equality and respect;
- ensuring that all employees have equal access to opportunities in the workplace;
- eliminating unlawful discrimination and inappropriate workplace behaviour such as bullying, harassment, vilification and victimisation; and
- implementing strategies to foster and harness the diverse PWR workforce.

How will PWR fulfil its commitment to equality?

PWR aims to fulfil its commitment to equality by:

- adopting measurable objectives for putting the Equality Fundamentals into action, assessing progress towards implementing those objectives and regularly considering methods for improvement;
- annually reviewing the proportion of women and other underrepresented groups within PWR, including in senior management and on the board of directors, and assessing this against industry standards where possible;

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- implementing a range of flexible work arrangements that are made available to all employees, including arrangements that will assist both male and female employees to meet domestic and other responsibilities;
- every two years review employee remuneration against competence and performance with an emphasis on ensuring that all staff have an equal opportunity for career progression, reward, and recognition at all levels of PWR; and
- assessing and promoting gender pay equity.

To whom does this policy apply?

This policy applies to **all directors, management and staff**. PWR's directors, management and staff are all expected to:

- carry out their responsibilities in a manner consistent with this policy;
- promote and implement the Equality Fundamentals wherever possible; and
- discourage behaviour that is inconsistent with this policy or is in any way discriminatory.

Who is responsible for the policy?

The Nomination and Remuneration Committee of the Board of Directors is responsible for making recommendations to the Board about adopting and monitoring the measurable objectives described in this policy.

Will PWR report on its progress in achieving equality in the workplace?

PWR will report annually on the measurable objectives adopted to foster inclusion enshrine and further the Equality Fundamentals.

This policy will be available on PWR's website and will be reviewed every two (2) years.

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