

# Diversity Policy – the value of difference

At Seymour Whyte, diversity is celebrated as a fundamental element of our business success. We recognise the importance of diversity and value the advantages gained from a diverse workforce at all levels of the organisation. We want employees to enjoy coming to work every day, not just for our great projects, but for the wholly inclusive culture where an open mindset is promoted, ideas thrive, and we are able to learn from the views of others. Diversity and inclusion at Seymour Whyte are business imperatives and are driven through:

- **Our clients** – to leverage best practice workplace diversity as a business driver;
- **Our communities** – to be an industry leader in diversity and inclusion in the communities in which we work;
- **Our people** – to attract, recruit, engage and retain diverse talent, and embed and measure collaborative practices within each part of Seymour Whyte’s employee life-cycle.

We are committed to creating a workplace that is fair and diverse, and continue to promote strategies which foster inclusive work practices. These strategies are measurable, with targets set, reviewed and reported.



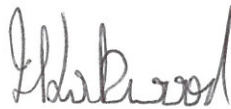
The Company is committed to increasing gender diversity across the business and has measurable targets to:

- **Deliver equal average pay for men and women at each job grade;**
- **Increase the number of female engineers across the business; and**
- **Increase the pipeline of female talent to fill management positions.**

As Directors we are accountable for the implementation of this policy and we require the support of all Seymour Whyte employees to achieve our goals.



**D. Mackay**  
Chairman



**J. Kirkwood**  
Managing Director and Chief Executive Officer

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