

Diversity & Inclusion Policy

Pipeline Watertech has employees and contractors with diverse backgrounds, values, belief, skills, experiences and needs and recognises that this is a key aspect to our continued success.

Our Diversity & Inclusion Policy aims to create a culture where our workers understand that everyone is unique and ensuring we have an inclusive environment makes us more productive, innovative and competitive.

Pipeline Watertech will commit to:

- Review remuneration regularly to identify any pay equity gaps. Should any be identified, establish action plans to address any differences.
- Review training regularly to ensure opportunities are provided consistently across the business. All workers will have equal access to the appropriate development opportunities to prepare them for future roles.
- Undertake recruitment and selection of new workers with strategies to attract a diverse range of candidates and any conscious or unconscious biases that might discriminate against certain candidates are avoided.
- Agree and monitor key targets for workforce representation metrics.
- Communicate this policy across the business and with all contractors.
- Regularly review this policy.

Signed



Jackson Bugeja

Director