

# Equal Employment Opportunity and Diversity Policy

FDC Consolidated Holdings Limited  
(ACN 698 452 229)

Approved by the Board on 28 June 2026

Version 1.0

## EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY POLICY

FDC Consolidated Holdings Limited (ACN 698 452 229) and its related bodies corporate (*FDC*) have adopted this Policy to acknowledge the importance of equal opportunity in achieving excellence in the construction industry and to give effect to FDC's values as stated in the Code of Conduct and Ethics.

FDC is an equal opportunity, non-discriminatory employer. We are committed to giving every applicant a fair chance. Decisions are based on skills, experience and merit, not personal characteristics. This includes gender, age, race, nationality or ethnicity, religion, family or parental status, marital status, pregnancy, disability, sexual orientation, political beliefs, physical appearance, or any other attribute unrelated to the role.

This Policy applies to all directors, officers, employees and contractors of FDC (referred to in this Policy as *FDC Personnel*).

### The Board's role

The Board has formally adopted this policy, reflecting a commitment by the Board for accountability across FDC to put into practice its values and achieve its goals.

The Board has responsibility to:

- set goals for achieving gender diversity in the composition of its Board, senior management and workforce generally and, where appropriate, other aspects of diversity including in respect of women in leadership, age diversity and cultural diversity;
- assess annually FDC's progress in achieving gender equality;
- consider the results of any gender pay equity audit and any disclosure-related issues; and
- approve any key performance indicators for senior management in relation to any of FDC's diversity objectives.

The diversity goals set by the Board and FDC's progress will be included in the annual report for each reporting period, as well as the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce or FDC's Gender Equality Indicators, as defined in the *Workplace Gender Equality Act 2012* (Cth) (as applicable).

### Expectations for all FDC Personnel

All FDC Personnel have a responsibility to:

- contribute to, and maintain, an inclusive workplace;
- respect the diversity of others and demonstrate inclusion through FDC's values;
- participate in training on prevention of harmful behaviours, inclusive behaviours and unconscious bias; and
- adhere to the Code of Conduct and Ethics.

We do this by...

## **1 No discrimination or harassment**

We recognise that you can't do a good job or be fully productive if you feel someone at FDC is treating you unfairly, discriminating against you, or harassing you in any way. That is why we will not support any type of discrimination or harassment in our workplace. That is why the Board and leadership team supports this policy fully. It is not only illegal, but unethical for any worker to discriminate against or harass a job applicant or another employee.

There is to be no sexual harassment, sexist harassment, racist harassment, or any other type of harassment in our workplace

## **2 Fair recruitment**

We will recruit new workers fairly – on the basis of merit – that is, the person who is the best person for the job will get the job.

## **3 Fair access to workplace opportunities and benefits**

We will give every worker fair access to all workplace opportunities and benefits – for example, to training and development, job allocation, shift allocation, promotion and leave. We will encourage every worker to make full use of their particular skills and abilities and support the application of flexible work arrangements (refer Flexible Working Arrangements Policy) and a variety of leave options for employees.

## **4 A fairer go for people from previously disadvantaged groups**

We will take particular care to make sure that groups who have been disadvantaged in the past in many workplace environments (for example, women, people from racial or religious minorities, people with disabilities, older workers and younger workers) are not disadvantaged at FDC.

### **What to do if someone is treating you unfairly or harassing you**

If you feel someone is treating you unfairly or harassing you, we want you to tell us as soon as possible, so that we can sort things out as fast as possible. We won't victimise you for speaking out. And we will do our best to make sure that no-one here victimises you for either supporting someone else's complaint or for putting in your own complaint.

### **If you treat someone else unfairly or harass them**

Similarly, if you are the subject of having undertaken or participated in harassing or discriminatory behaviour, you will be investigated and may be subject to the appropriate form of discipline, including dismissal, should there be sufficient grounds. Any acts of victimisation of complainants, will be treated in the same manner as above.

## **Managers and supervisors have extra responsibilities**

All managers and supervisors at FDC will do their best to prevent harassment and discrimination from happening in their team. If a manager or supervisor encourages or ignores any harassment or discrimination that is happening in their team, they will be subject to the same disciplinary actions outlined above.

The Board will review and/or amend this Policy as it considers necessary to check that it is operating effectively and to ensure it remains effective and compliant with relevant laws, regulations, and best practices.

This Policy may be amended by resolution of the Board.