



Land & Sea Civil recognise the value and importance of a diverse and skilled workforce in which every employee is treated fairly, respected, and has the opportunity to achieve their full potential through quality employment.

Land & Sea Civil recognises that building a diverse and inclusive workforce will result in enhanced relationships with Land & Sea Civil's employees, Stakeholders, Customers, and a stronger corporate reputation.

This policy applies to all staff and contractors employed and engaged by LSC



DEFINITIONS

Diversity

Refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, age and any other ground for potential Unlawful Discrimination. Our Diversity commitment is about respecting these differences and treating individuals equally.

Inclusion

Refers to encouraging practices and behaviours in the workplace to ensure that individuals feel included

within workplace activities. It involves both the action of including people in opportunities and the outcomes of individuals feeling a sense of belonging.

Merit

Refers to ensuring all aspects of recruitment and reward are based on being worthy and deserving this includes

- Skills
- Training
- Knowledge
- Quality
- Performance
- Experience

COMMITMENT

Land & Sea Civil is committed to:

- Promoting a culture of inclusion that values and respects individual differences and is free of harassment, victimisation, and discrimination
- Ensuring our work practices and workplace facilities provide the flexibility needed to support an inclusive and diverse culture
- Providing equal access to all employees for skills development and career path progression
- Recruiting and reward equitably based on merit
- Ensuring that no gender pay equity gap exists
- Complying with all regulatory and compliance obligations in relation to diversity and inclusion

**Any updates made and the most recent version of this policy can be accessed on the LSC SharePoint*