

# DIVERSITY AND INCLUSION POLICY STATEMENT



## DIVERSITY AND INCLUSION

In keeping with our values, we believe diversity brings about multiple benefits for all the stakeholder groups we work with. We want our workforce to be connected and reflective of the many different areas in which we work. Keeping an open and receptive mind; bringing forward different ideas into a forward-thinking culture is what helps us innovate, mitigate our risks, and support sustainable growth.

Inclusivity means living our values for all: safety, fiscal responsibility, integrity, accountability, and teamwork. Diversity and inclusion are integral to our culture at Lamprell. We promote meritocracy, openness, fairness, and transparency. This supports the very fabric of our business.

## OUR COMMITMENT

We are resolute in the prevention of unlawful and unfair discrimination and value the differences that a diverse workforce brings to the organisation. We recognise that this underpins our long-term development and continuing sustainability. We want everyone who works for us to feel valued, supported and respected to achieve their personal potential irrespective of age, gender, marital status, race or ethnicity, nationality, disability, religion or religious or other beliefs, sexual orientation, social or educational background or family care responsibilities.

### **To achieve this Lamprell is committed to:**

- Proactively dealing with any discrimination or prejudice.
- Routinely monitoring the effectiveness of this statement for relevance and updating the same as may be required.
- Encouraging all employees to reach their fullest potential, growing their skills and talent in a manner that aligns with our culture and values.
- Recruiting, training, developing, and promoting the most appropriate person for the job at every level in the organisation, underpinned by equal opportunities for all.
- Providing a collaborative and progressive working environment where every voice is heard and valued, and all individuals are treated with respect and fairness.

## OUR RESPONSIBILITIES

- This statement will be communicated to all our employees and key stakeholders.
- Practical application of this statement falls upon those who are involved in the daily management and supervision of employees.
- Every employee is responsible for ensuring that the guidelines in this statement are understood and adhered to across our worksites and wherever they may be representing Lamprell.

Approved by

**Ian Prescott**

Chief Executive Officer