



DIVERSITY POLICY

GR Engineering Services Limited ('the Company') recognises that a diverse workforce is a contributor to the business achieving its strategic objectives.

The Company has a commitment to recruit fairly and equitably regardless of age, gender, race, religion, cultural background, marital or family status, sexual orientation or disability.

The Company gives effect to this commitment by:

- Recruiting based on skills, qualifications, abilities and achievements.
- Reporting on the gender composition of the governing board.
- Analysing gender, age and race composition of the workforce annually.
- Adopting the principles of gender pay equity where all employees receive equal pay for work of equal or comparable value based on qualifications, knowledge, skills and experience.
- Aiming to provide a family friendly work environment in accordance with legislation.
- Encouraging professional development for the benefit of the Company and individual.
- Promoting diversity through employee and stakeholder consultation awareness and training.

This policy applies to all Company personnel, and the Company encourages all consultants and subcontractors to adopt similar policies in this area.

TONY PATRIZI
MANAGING DIRECTOR

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