

Equal employment opportunity Policy

Purpose

Heidelberg Materials Australia (HMA) is committed to a policy of equal employment opportunity (EEO) to ensure that there are no discriminatory practices or measures in place which may hinder equitable selection, progress or access to benefits of all employees. The policy is also intended to protect our employees from bullying, threats and harassment in the workplace as required by law.

Principles

In implementing this policy, HMA will:

- Objectively select people on merit, encompassing assessment of individual skills, qualifications, abilities and aptitudes.
- Ignore consideration of characteristics which may include race, age, colour, national origin, sex, marital status, pregnancy, religion, political conviction, physical impairment or sexual preference.
- Maintain a workplace free of harassment, threats, bullying and violence.
- Ensure all their employees are aware that bullying, discrimination and/or sexual harassment in the workplace is illegal, and as such will not be tolerated. This includes contractors, customers, visitors and consultants.
- Provide training and communication to employees of their responsibilities under the Act.
- Consult with employees about their needs and ensure their understanding of EEO.
- Hold management at all levels accountable for the policy, but also recognise the role all employees play in applying the principles of EEO.

For Australia, incorporated in this EEO policy is an equal opportunity for women in the workplace programme, whereby discrimination against women will be identified

and eliminated. Policies and practices will be regularly reviewed to ensure appropriate support for the career progress of women.

This EEO policy encourages the best use of all the skills and experiences of HMA's employees to generate greater efficiency for the company together with enhanced benefits and job satisfaction for individuals.