

## Fair Treatment Policy

This Policy aims to ensure that all personnel continue to work in an environment that embraces diversity, and is free from bullying, discrimination and harassment.

### Application

This policy applies to all personnel and representatives of the Kramer Ausenco group of companies, including directors, officers, employees, contractors, and agents, vendors, customers and any other persons whether full-time, part-time, or casual at any level of seniority wherever employed or engaged in relation to Kramer Ausenco's operations.

### Expected Behaviours

All personnel are required to behave and operate in accordance with Kramer Ausenco policies and standards. The following are our behavioural expectations of all personnel:

- Be respectful and act professionally at all times;
- Treat everyone fairly and equitably;
- Apply merit and "best for business" based approaches to decisions involving people;
- Demonstrate tolerance, inclusiveness, flexibility, active listening, consideration and understanding of the unique backgrounds of all people; and
- Collaborate with others in an open, respectful and inclusive manner regardless of their backgrounds or demographic status.

### Responsibility

Everyone covered by this policy has a responsibility to model the right behaviours and make every reasonable effort to ensure the workplace is free from all forms of bullying, discrimination and harassment as set out in Kramer Ausenco policies and standards.

Leaders across Kramer Ausenco are expected to build diversity into their teams and to demonstrate, through their behaviours and actions, commitment to fostering workplaces where people feel included, valued and able to contribute their best.

### Supporting Practices

Kramer Ausenco offices have guidelines to deal with workplace bullying, harassment and discrimination that reflect local legislation. All reports will be treated seriously and dealt with promptly, confidentially and impartially. Kramer Ausenco encourages all personnel to take action to manage workplace bullying, harassment and discrimination and to report any occurrences as a matter of urgency.

Kramer Ausenco will ensure that victims, survivors, whistleblowers, or people who report incidents, and anyone else who may be involved are not discriminated against or ill treated. Please contact the Manager – People & Performance to report any alleged bullying, harassment or discrimination as prescribed in Kramer Ausenco policies.

### Consequences of Breaches

Compliance with this policy is mandatory and if not adhered to, may result in disciplinary action such as a warning, transfer, counselling, demotion or dismissal, depending on the circumstances. This is in addition to any legal liability that may result from the misconduct.



**Frank Kramer**  
Chief Executive Officer

