

COMPANY POLICY

Diversity, equal opportunity and anti-discrimination

Enervia Engineering Pty Ltd — Management system

POLICY NUMBER

AD-POL-114

REVISION

2

EFFECTIVE

18 August 2026

NEXT REVIEW

August 2027

Policy Control Record

Policy number	AD-POL-114 Rev. 2
Policy owner	Director
Approved by	Amir Jesmi, Managing Director
Applies to	All employees, Directors, contractors, subcontractors and subconsultants, and applicants for employment
Review cycle	Annually, or on material change
Supersedes	Diversity, Equal Opportunity, and Anti-Discrimination Policy (unnumbered, 2025)
Issued by	Enervia Engineering Pty Ltd, ABN 95 685 116 018 - STE 301, 77 Pacific Highway, North Sydney, NSW 2060

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1 Purpose

At Enervia Engineering Pty Ltd (“Enervia”), we believe that diversity, equal opportunity, and fairness are not only ethical imperatives but essential foundations for success. We are committed to creating and sustaining a workplace where all individuals — regardless of gender, cultural background, ethnicity, religion, age, disability, sexual orientation, or personal beliefs — are respected, supported, and given equal access to opportunity.

We understand that true excellence in engineering, innovation, and leadership is only achievable when talent is recognised and valued without prejudice. This policy sets out the standards of behaviour and the arrangements that give effect to that commitment.

2 Scope

This policy applies to all aspects of the employment relationship at Enervia, including recruitment, selection, training, development, performance evaluation, promotion, remuneration and termination, and to day-to-day conduct in the workplace.

This policy applies to:

- All employees and Directors of Enervia
- Contractors, subcontractors and subconsultants engaged by Enervia
- Applicants for employment or engagement with Enervia
- Conduct at client offices, project sites, and work-related events, wherever it affects Enervia personnel

3 Definitions

TERM	MEANING IN THIS POLICY
Discrimination	Treating a person less favourably because of a personal attribute such as gender, cultural background, ethnicity, religion, age, disability, sexual orientation or personal beliefs, or applying a requirement that disadvantages people with such an attribute without justification.
Harassment	Unwelcome conduct directed at a person because of a personal attribute that a reasonable person would find offensive, humiliating or intimidating, including sexual harassment.
Bullying	Repeated unreasonable behaviour directed at a person or group that creates a risk to health and safety.
Vilification	Public conduct that incites hatred, serious contempt or severe ridicule of a person or group because of a personal attribute.
Merit	Assessment of a person against the genuine requirements of a role, based on skills, qualifications, experience and capability.
Inclusion	Working arrangements and behaviours that enable people of all backgrounds to participate fully and contribute at every level of the business.

4 Policy requirements

4.1 Principles of diversity and inclusion

- We recognise and celebrate the value that diverse backgrounds and perspectives bring to our business, including but not limited to diversity in gender, cultural heritage, lived experiences, thought, and skills
- We foster an inclusive culture that welcomes and encourages diverse contributions and voices at all levels of the organisation
- We actively seek to remove barriers to participation and ensure that our employment, promotion, and remuneration practices are based on merit and capability

4.2 Equal opportunity and fair access

- Enervia provides equal access to employment, training, and development opportunities for all employees and applicants
- Recruitment, performance evaluation, promotion, and compensation decisions are made on the basis of individual merit, qualifications, and business needs, without discrimination
- We maintain policies and procedures that ensure transparency, equity, and fairness across the employee lifecycle

4.3 Anti-discrimination, anti-bullying and anti-harassment

- Enervia has zero tolerance for discrimination, harassment, vilification, or bullying in any form
- All employees have the right to work in a safe and respectful environment free from offensive behaviour
- Reports of inappropriate conduct will be treated seriously, investigated promptly, and addressed in accordance with our disciplinary procedures

Any person who experiences or witnesses conduct of this kind may raise it with a Director. Concerns raised in good faith carry no adverse consequence for the person raising them.

4.4 Organisational structures and arrangements

We have embedded diversity and equality principles into our HR practices, leadership behaviours, and workplace systems. Our recruitment processes are designed to eliminate unconscious bias and ensure broad representation in candidate pools. Leadership roles are accountable for role-modelling inclusive practices and for building teams that reflect the diversity of our society and clients.

4.5 Training and capability building

Enervia provides regular training for all staff, including management, on diversity, equal opportunity, respectful behaviour, and unconscious bias. We ensure employees are equipped to contribute to an inclusive workplace and to identify and respond to instances of discrimination or exclusion. Training forms part of our onboarding program and is refreshed periodically.

4.6 Promoting good practice

We continuously review and improve our policies to reflect evolving best practices and legal obligations. We promote and participate in industry initiatives that support diversity and inclusion in the engineering and infrastructure sectors, and we encourage employee-led initiatives and safe conversations around diversity, equity, and inclusion.

5 Responsibilities

ROLE	ACCOUNTABILITY UNDER THIS POLICY
Managing Director	Endorses this policy, provides the resources to apply it, and holds ultimate accountability for the working environment at Enervia.
Directors and People & Culture	Own this policy and its implementation, receive and investigate reports of inappropriate conduct, and monitor the effectiveness of the arrangements described in it.
Leaders and managers	Role-model inclusive behaviour, make employment decisions on merit, and act promptly on conduct that breaches this policy.
All personnel	Treat colleagues, clients and contractors with respect, complete the training provided, and report conduct that breaches this policy.

6 Compliance and monitoring

This policy is actively enforced through our management practices, employee training, and day-to-day behaviours. Procedures for reporting, responding to, and resolving breaches are in place and reviewed regularly. Enervia's leadership is committed to monitoring the effectiveness of this policy and updating it as needed to reflect evolving standards and expectations.

This policy is reviewed annually, or as required, to ensure it remains aligned with best practice, legislation, and organisational values. Responsibility for its implementation rests with the Directors and People & Culture functions, with the support of all team members. Conduct that breaches this policy is addressed through Enervia's disciplinary procedures.

This policy is endorsed by the Managing Director and represents the shared values of Enervia Engineering Pty Ltd.

7 Revision history and approval

REV.	DATE	CHANGE	APPROVED
1	07/11/25	First issue as “Diversity, Equal Opportunity, and Anti-Discrimination Policy” (unnumbered), approved by the Managing Director, 2025.	A. Jesmi
2	18/08/26	Reissued in the current Enervia policy template and allocated document number AD-POL-114. Content restructured into standard policy sections; document control record, definitions and responsibilities added. No change to policy intent.	A. Jesmi

PREPARED BY	REVIEWED BY	APPROVED BY	DATE
M. Fonseka	V. Mazhari	A. Jesmi	18/08/2026