

DIVERSITY POLICY



MACA acknowledges that diversity is key to providing a culturally sensitive and respectful workplace which will aid in realising our Vision to be Number 1 in what we do. MACA prides itself in being an equal opportunity employer where diversity is demonstrated through our Core Values.

We embrace diversity and are mindful of related sensitivities, to help provide a welcoming and enriching place to work. This diversity is not only generated from race or gender, but also age, education history, physical ability, sexual orientation, religion, cultural background, family responsibilities and other potential differences.

We value the skill sets, experiences and perspectives that diverse backgrounds bring to the product and service MACA provides.

We recognise the cultural, social and economic impact when interacting and working with communities. We embrace this opportunity to encourage local employment and support local business.

We are all accountable to demonstrate our commitment by supporting a diverse culture and being respectful of cultural differences.

We encourage and foster a shared commitment across our team to continuously improve what we do as a business, inclusive of strengthening workplace diversity.

To achieve this, MACA will:

- Provide an inclusive workplace that fosters an environment which engages people to draw on their skills, ideas and experience to drive performance, innovation and achievement.
- Demonstrate strong leadership, integrity and respect in all our dealings.
- Contribute to the economic, social and environmental needs of local communities.
- Encourage greater representation of women in senior roles across the business.
- Improve career and business development opportunities for Aboriginal and Torres Strait Islander workers.
- Ensure selection and recruitment criteria is fair, equitable and appropriate which reflects the benefits of employing a broad and diverse selection of people.
- Ensure pay equity is applied across our workforce and systems. Ensure workplace arrangements are flexible to ensure a supportive environment that achieves performance.
- Provide a workplace program aimed at eliminating discrimination, contributing to fair treatment and equal opportunity in the workplace.

Reviewed and approved

A handwritten signature in blue ink, appearing to read "David Greig", is positioned above a horizontal line.

David Greig
CEO - MACA Limited
Next Review: June 2023