

Paul and Warner Resources (PWR) is committed to fostering a workplace that embraces diversity, equity, inclusion, and complies with all applicable legislation and laws. We strive to create an environment where everyone feels valued, respected, and has the opportunity to thrive, free from discrimination, harassment, or victimisation.

This policy applies to all employees, contractors, vendors, and stakeholders of PWR, regardless of their role or position within the organisation.

## **Commitment to Diversity**

PWR celebrates diversity in all its forms and recognises that a diverse workforce enhances our ability to understand and meet the needs of our diverse customer base and the communities we serve. We are committed to ensuring that our workplace reflects the rich diversity of Australian society.

## **Equity, Fairness, and Legal Compliance**

PWR is committed to promoting equity and fairness in all employment practices, including recruitment, compensation, promotions, training, and professional development. We comply with all state and relevant federal legislation. All individuals are evaluated based on their skills, qualifications, and contributions to PWR, without regard to race, sex, age, disability, sexual orientation, religion, gender identity, or other protected attributes.

## **Inclusion and Respect**

PWR is dedicated to creating a workplace where every individual feels welcomed, respected, and supported. We encourage open communication, collaboration, and the exchange of diverse perspectives to foster a culture of belonging. All employees are expected to treat others with dignity and respect, contribute to a positive work environment, and actively participate in building an inclusive culture.

## **Community and Industry Engagement**

Beyond our internal efforts, PWR is committed to engaging with our community and industry partners to promote equal opportunity and the protection of employee rights in the broader society.



Simon Paull  
Managing Director

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