



MGL-POL-086 Rev 0

Monadelphous Group

Diversity Policy

PURPOSE

This document forms part of the Monadelphous Group Limited (MGL) Corporate Governance Framework and details the company's commitment to diversity in the workplace. This document has been prepared in line with the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations with 2010 Amendments*.

SCOPE

The policy applies to all Monadelphous Group employees and directors.

DOCUMENT OWNER		
Name	Title	Date
Robert Velletri	Managing Director	14/10/2011

DIVERSITY POLICY

Our workforce consists of people with diverse cultures, backgrounds and skills. This diversity enriches our breadth of knowledge, capabilities and experience which enhances the source of our competitive advantage – our people.

Monadelphous has an objective to attract, develop and retain people who are highly competent, live the company's values and actively contribute to the long-term success of the business. Diversity supports this objective by bringing a broader range of perspectives and ideas which create value for customers and shareholders.

Monadelphous is committed to diversity and the principle of equal opportunity in employment for all people, regardless of any personal attributes such as gender, sexual preference, marital status, pregnancy, family responsibilities, race, political or religious belief, disability and age.

This commitment is supported through:

- promoting the awareness of, and commitment to, workplace diversity principles
- recruitment strategies that ensure we attract employees from a diverse pool of qualified candidates
- actions and policies which ensure all employees are valued, encouraged and provided with opportunities to develop to their full potential
- integration of workplace diversity principles into business and human resources processes and systems
- establishing and assessing measurable objectives for achieving greater diversity.

DEFINITIONS

Term	Definition
Diversity	Differences among employees such as age, cultural background, physical abilities and disabilities, race, religion, gender and sexual orientation.

REFERENCE DOCUMENTS

Document No.	Document Name
ASX Corporate Governance Council	Corporate Governance Principles and Recommendations with 2010 Amendments 2 nd Edition.

APPENDICES

Appendix Reference	Appendix Name

REVISION HISTORY

Revision	Changes	Date	Prepared By
0	Original release	14/10/2011	Dave Hurst