



EQUAL OPPORTUNITY POLICY

As a company, we expect that all employees treat one another with respect and dignity. Every employee has a role in making O'Donnell Griffin a more inspiring and rewarding place to work.

Equal opportunity and fair treatment extends to all employees. O'Donnell Griffin specifically prohibits discrimination on the basis of age, colour, disability, ethnicity, marital or family status, race, religion, sex, sexual orientation, or any other characteristic protected by law. These principles extend to all employment decisions, including:

- Recruiting, hiring and training;
- Promotions, pay and benefits; and
- Transfers and workforce reductions.

All of these types of decisions are based on the individual applicant or employee's qualifications as they relate to the particular job.

In addition to complying with Australian Equal Employment Opportunities (EEO) laws, O'Donnell Griffin complies with all other applicable civil rights, human rights, environmental and labour laws.

O'Donnell Griffin is committed to providing an environment that values diversity with a conscious desire to achieve understanding, respect inclusion and continuous learning.

Our values show our commitment to being a good citizen and acting in a socially responsible way in the communities where we live and work. We require O'Donnell Griffin business units to provide clean and safe working environments and conditions, and require that employees receive all benefits mandated by applicable laws. Regardless of where you work, O'Donnell Griffin prohibits business units from engaging in activities that do not maintain individual dignity and respect.

This signed statement confirms our personal commitment to this Policy.

A handwritten signature in black ink, appearing to read 'David Rafter'.

David Rafter
Chief Executive, Norfolk Electrical & Communications and Norfolk International.
Issued June 2009