



DIVERSITY POLICY

August 2012

1. INTRODUCTION

- 1.1 OPUS Group Limited (ABN 48 006 162 876) (**Company**) is a publicly listed company on the Australian Securities Exchange (**ASX**) and is committed to compliance with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations on diversity.
- 1.2 This Diversity Policy reflects the Company's commitment to workplace diversity and compliance with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

2. THE BENEFITS OF DIVERSITY

- 2.1 A diverse workforce is one that recognises and embraces the value that different people can bring to a company through their gender, age, ethnicity, cultural background, marital status, sexual orientation and/or religious beliefs.
- 2.2 The Company believes that promoting a diverse workforce:
- (a) enables the Company to achieve improved outcomes by benefiting from the differing perspectives and expertise that people from diverse backgrounds bring to their roles;
 - (b) better represents the diversity of the Company's stakeholders; and
 - (c) is consistent with the Company's broader corporate governance principles, specifically the Company's Ethics and Responsible Business Conduct Policy and the Company's Equal Employment Opportunity Policy.

3. PROMOTING DIVERSITY AT THE COMPANY

- 3.1 The Company promotes a diverse workforce by aiming to ensure that all employees and applicants for employment are fairly considered according to their skills, qualifications, abilities and aptitudes without regard to factors that are irrelevant to the person's skill or ability to fulfil the inherent job requirements.
- 3.2 The Company will introduce the following initiatives to specifically assist with improving gender diversity:
- (a) mentoring programs and professional development programs targeted at female employees to prepare them for management positions;
 - (b) promoting a safe work environment by taking action against inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification);
 - (c) networking opportunities; and
 - (d) supporting the promotion of women to management roles.

4. MEASURABLE OBJECTIVES

- 4.1 During the 2011-12 financial year, the Company's board of directors (**Board**) will establish measurable objectives for achieving gender diversity.
- 4.2 In compliance with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations on diversity, the Company's annual report for each relevant financial year from 2011-12 onwards will disclose the Board's objectives for achieving gender diversity and the Company's progress towards achieving those objectives.
- 4.3 This disclosure will also set out the proportion of:
- (a) employees who are women;
 - (b) women in senior management positions; and
 - (c) women on the Board.

5. ROLES AND RESPONSIBILITIES

- 5.1 Every employee of the Company is responsible for supporting the Company's commitment to workplace diversity.
- 5.2 The Company's Nomination and Remuneration Committee has an overarching role to:
- (a) review, note and monitor the effectiveness of the Diversity Policy from time to time;
 - (b) review the measurable objectives for achieving diversity from time to time; and
 - (c) review and report to the Board annually on those objectives and on the company's progress in achieving them.