



RCR Tomlinson Ltd (“**RCR**”) recognises its ethical and social obligations to ensure it has a culture that promotes and encourages diversity at all levels of business.

RCR also recognises there are benefits to the organisation by employing skilled and talented people from a diverse range of backgrounds.

RCR strives to build a diverse workplace at all levels within the business, by actively promoting diversity and equal opportunity with respect to gender, age, race/culture, religious beliefs, sexual orientation, marital status, family responsibilities and disability.

Our commitment:

- To create a diverse workforce.
- To ensure employment and career progression determined by personal merit, competency, qualifications and ability to effectively perform the role.
- To ensure work practices have the flexibility to support achievement of RCR’s diversity objectives.
- To promote indigenous employment participation in the workforce.
- To establish measureable objectives for achieving gender diversity and annually assess both the objectives and progress towards achieving them.

Your commitment:

- To support equality, workplace diversity and ethical practices in the workplace.
- To contribute to a workplace, which is free from discriminatory behaviours and practices.

This policy applies to all activities undertaken or controlled by RCR.

Bruce James

Chief Executive Officer



E. I. ENGINEERING INTELLIGENCE.
That’s what we do.