

## Policy on Diversity, Inclusion and Equality

Fracht Australia commits to a workplace of diversity, inclusion and equality in all areas and all levels of its operations. Diversity means those attributes which may differ from person to person, including gender, age, ethnicity, sexual orientation and cultural background.

Fracht Australia recognises that the strength of the business is built on the understanding of the individuals' strengths and differences and respects these. Fracht Australia is committed to providing an inclusive work environment with equal opportunities for all current and prospective employees, customers and suppliers and does not condone harassment or unlawful discrimination of any kind.

Fracht Australia recognises that globally there are many areas in which people may experience discrimination and strives to achieve an anti-discriminatory environment, based on openness with employees, customers, suppliers and others on sensitivities to perceived discrimination and ensure that company practices reflect relevant legislation and corporate social responsibility.

Fracht Australia understands that there can be particular workplace issues and concerns for individuals and commits to providing a working environment that is sensitive and supportive for all employees.

Fracht Australia reports annually to their Head Office on Workplace Gender Equality and we confirm that Fracht Australia is compliant with the Workplace Gender Equality Act 2012 (ACT).

Fracht Australia does not gather information on employees' ethnicity and cultural backgrounds, considering this to be intrusive but can report that Fracht Australia employees represent a diverse ethnic and cultural spectrum.

Peter M Pluess  
CHAIRMAN



27 September 2021