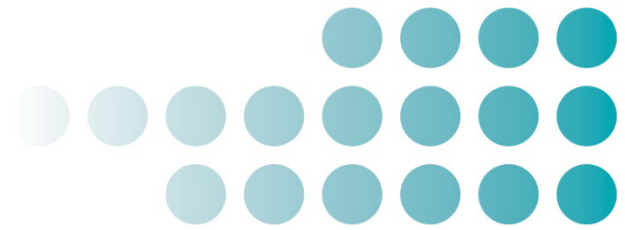


Policy Diversity



Veolia Water Technologies recognises the inherent value of having a diverse workforce. Diversity may result from a range of factors including (but not limited to) origin, age, gender, race, cultural heritage, lifestyle, education, physical ability, appearance or language. We value the differences between people and the contributions these differences make to the quality of decision making and to our business generally.

We also aim for a culture based on openness, honest and mutual respect and to provide every worker with a safe and healthy work environment which is free from discrimination.

At Veolia Water Technologies we are committed to:

- Source talent from all parts of the community and aim to have a workforce that reflects the community we serve;
- Respect the traditional rights of indigenous peoples and value their cultural heritage;
- Develop policies and practices which help people balance work and family throughout their career;
- Promote equal opportunity in the workplace and recognise that decisions regarding the employment relationship including (but not limited to) recruitment, remuneration, training, promotion, development and career progression are based on merit only and not on race, gender, marital status, religion or any other non-merit related consideration;
- Create a workplace where all workers are treated with dignity and respect;
- Promote diversity and recognise the value of different perspectives in the workplace;
- Train workers about the impact their behaviour has on others and ensure workers understand their rights and responsibilities in supporting and complying with this policy; and
- Respond to inappropriate or offensive behaviour and ensure complaints are treated in a sensitive, fair and timely manner.

It is the responsibility of all managers to ensure their workers are treated in accordance with this policy.

Executive Management Team

June 2018