

GENDER EQUALITY POLICY STATEMENT

SICE ANZ is committed to creating a workplace where all individuals, regardless of gender or gender identity, have equal access to opportunities, feel safe and respected.

At SICE ANZ, we recognise that a workplace that values and supports individuals of all genders fosters innovation and strengthens decision-making, which are essential aspects to building a high-performing and socially responsible organisation.

Policy Principles

This policy has been developed to ensure that every individual at SICE ANZ is treated equitably and has the opportunity to thrive, contribute and grow in an environment that actively supports diversity and inclusion.

Our approach is informed by the following principles:

- Providing equal opportunity in all aspects of employment, ensuring all decisions are based on merit, capability, and business needs only, without any influence from gender-based assumptions or biases.
- Preventing any form of gender-related discrimination and harassment with zero tolerance to any conduct that may undermine the dignity, safety or equality of our people, as well as responding to any concerns in a timely, confidential and respectful manner.
- Promoting an inclusive workplace culture where everyone feels valued, respected and empowered. This includes fostering respectful communication, diverse perspectives and supporting work-life balance for all employees.

This policy and these principles are aligned with our broader corporate values and VINCI Group's Code of Conduct. Together, they form the framework that guides the way we attract, develop, and support our people across all stages of their employment with SICE ANZ, fostering a work environment where individuals of all genders can thrive.



Manuel Gonzalez Arrojo, *Managing Director*

Document Control

This document is located at the SharePoint site - SICE ANZ Intranet: [SICE Policies Statements](#)

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Responsibilities

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Role	HR Manager	HSEQ Manager	Managing Director
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