

EQUAL EMPLOYMENT OPPORTUNITY POLICY



Hanson is committed to a policy of equal employment opportunity (EEO) to ensure that there are no discriminatory practices or measures in place which may hinder equitable selection, progress or access to benefits for all employees.

Hanson is committed to:

- Objectively selecting people on merit, encompassing assessment of individual skills, qualifications, abilities and aptitudes;
- Ignoring consideration of characteristics which may include race, age, colour, national origin, sex, marital status, pregnancy, religion, political conviction, physical impairment or sexual preference;
- Maintaining a workplace free from harassment and any behaviours or actions resulting in illegal discrimination;
- Consulting with employees about their needs and ensuring their understanding of EEO; and
- Holding management at all levels accountable for the policy, while also recognising the role all employees play in applying the principles of EEO.

Incorporated in this EEO policy is an equal opportunity for women in the workplace programme, whereby discrimination against women will be identified and eliminated. Policies and practices will be regularly reviewed to ensure appropriate support for the career progress of women.

This EEO policy encourages the best use of all the skills and experiences of Hanson's employees to generate greater efficiency for the company together with enhanced benefits and job satisfaction for individuals.

A handwritten signature in black ink that reads "Leslie Cadzow".

Leslie Cadzow
Chief Executive

1 July 2004

