



CULTURAL DIVERSITY POLICY

Ferretti International recognises that language and cultural issues can create uncertainty and misunderstanding among employees from non-English speaking backgrounds. These employees may have difficulty reading, writing, speaking or understanding English and this uncertainty may deprive them the same standards of safety afforded to other employees or they may be unaware of their rights and responsibilities regarding Health, Safety or Environmental management.

As required by legislation, Ferretti International is committed to the provision of a workplace which is, as far as reasonably practicable, safe for all employees. Ferretti International will ensure that policies and procedures are properly understood and complied with by all employees, regardless of their preferred language.

Ferretti International believe that, through good communication and training and using appropriate methods, all personnel can work together to achieve cultural understanding within a safe, healthy and environmentally responsible workplace.

To achieve these goals, Ferretti International will fulfil its obligations by:

- Providing induction into the company and its policy and procedures by utilising the services of an interpreter, when required.
- Translating and explaining policies, documents and procedures, as required.
- Assessing new employees English language needs and, as required, support an employee's training program in the English language.
- Using multilingual signs (including picture signs), where required.
- Utilising the services of an interpreter when conducting any warnings, with respect to breaches in company policy and procedures.

Managers and supervisors are responsible for the implementation of this policy and shall provide ongoing assessment and monitoring of employees from non-English speaking backgrounds, and where necessary implement initiatives to ensure a high quality of information transfer and understanding.

A handwritten signature in blue ink, appearing to read 'Steven Evans', written over the printed name.

Steven Evans, Managing Director
Ferretti International (Aust)

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