



Diversity and Inclusion

Group Standard

Document Owner: General Manager - People

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1 Purpose

BSA supports and recognises the importance of a workplace culture that values diversity and inclusion. BSA is committed to a workforce that reflects the membership of the communities in which it operates: this includes reflecting gender diversity as well as individual gender identity, sexual orientation, age, ethnicity, marital or family status, religious beliefs, political beliefs, cultural background, socio-economic status, perspectives, experience and education.

By aspiring to reflect the diversity of the broader community, BSA recognises the benefits that diversity brings to the organisation. A diverse and inclusive workforce enables BSA to:

- Provide our clients with innovative and flexible solutions,
- Create a culture of continuous improvement and
- Commit to doing the right the right thing above and beyond basic compliance.

BSA values of ‘Safety, People, Integrity, Teamwork, Respect, Innovation and Reputation’ shape BSA’s culture and set the foundation for an inclusive workplace that embraces diversity.

This Diversity and Inclusion Group Standard supports and is supported by the BSA People Policy, Code of Conduct and Equal Employment Opportunity (EEO) – Bullying, Harassment & Anti-Discrimination group standard.

2 Scope

Compliance with this Group Standard is mandatory and applies to all Business Units and encompasses all business activities and operations of BSA Group of Companies and its subsidiaries (BSA).

3 Approach

BSA seeks to achieve a culture of diversity and inclusion with four key approaches.

Creating a workplace culture that embraces and respects diversity and inclusion

- Foster an environment that seeks to develop and retain the workforce by encouraging these to embrace differences as opportunities to learn, innovate and grow.
- Drive an inclusive culture through communication and programs that build awareness and understanding of our role in supporting diversity and inclusion in our workplace and within the communities in which we work.
- Recognise that employees have various commitments to domestic responsibilities. Where possible, BSA is committed to offering flexible work practices that will assist employees to meet those responsibilities.
- Ensure that our operations are conducted safely and that the workplace is free from all forms of discrimination, harassment, bullying and other unacceptable behaviours.

Addressing gender diversity in all areas of the organisation

- Increase the composition of diversity on the board; specifically increase of female representation through a targeted board succession plan to identify and include female candidates with suitable skills and experience.
- Increase the attraction and retention of female talent to increase gender diversity. This will be achieved via targeted campaigns to attract female talent.

- Instigate targeted development and retention plans for senior female leaders; including targeted leadership development with a focus on the identification and succession to key operational roles.

Improving overall diversity in recruitment

- Establish inclusive processes and practices that support, encourage, and welcome a diverse range of talent.
- Strengthen BSA's employment brand through transparent and publicly available commitments to BSAs commitment to diversity and inclusion and the policies and practices that bring this to life.

BSA operates in a competitive market and therefore believes that valuing and embracing diversity will enhance the ability to attract candidates from a wide pool, thus ensuring the availability of talent.

Committing to a series of transparent checks and balances to monitor diversity

- Set gender equity objectives and targets in accordance with the ASX Corporate Governance Principles and Recommendations.
- Review and report progress against diversity objectives and targets on BSA's Annual Report.
- Measuring diversity and inclusion through regular analysis of the workforce composition to determine key representation metrics and identify opportunities to target initiatives and programs. (These initiatives and programs will aim to promote an inclusive culture at each stage of the employee lifecycle.)

Outlining specific initiatives to target and identify gaps in diversity and reflect this in BSA's People Plan which is governed by the People Team.

4 First Nations Peoples diversity and inclusion

BSA recognises and respects the rights of First Nations Peoples, and acknowledge the unique diversity of the culture and heritage that precedes us.

BSA is committed the adhering to the cultural protocols by respecting the customs of First Nations Peoples culture and their communities.

BSA will commit to growing and maintaining respectful partnerships with the local Aboriginal and Torres Strait Islander Peoples upon whose land we operate.

5 Roles and Responsibilities

This Group Standard is fully supported and endorsed by Board of Directors and enacted by the Business Unit Senior Executive and administered/supported by the relevant functional manager.

The management teams have the accountability to understand these commitments and bring them to life.

The document owner will review and update the commitments contained in this Group Standard annually and/or as required due to changes in the business, its leadership or the environment within which we operate.

6 Reference Documents

- BSA-Group-PL003-People Policy
- BSA Code of Conduct
- BSA-Group-PEO-09-SD-313 -Equal Employment Opportunity and Bullying Harassment Anti-Discrimination Group Standard