

Diversity and Inclusion Policy

The Bis logo is located in the top right corner of the page. It consists of the letters 'Bis' in a white, bold, sans-serif font, set against a red and orange gradient background that is part of a larger graphic element.

Bis Industries is committed to creating an environment that recognises and encourages contribution from all employees. We strive to create an inclusive and engaging culture in which individual difference is readily sought, recognised and valued.

We believe greater diversity and an inclusive environment leads to an engaging culture and increased organisational performance. Creating a framework where individuals can meaningfully contribute their unique skills, experiences and perspectives will enable Bis Industries to develop and deliver the best solutions and create sustainable value for the Company, our clients and stakeholders.

We are committed to:

- **Establishing greater workplace diversity** – growing a more diverse culture that is inclusive of differences such as, but not limited to, age, gender, race, ethnic origin, sexual orientation and physical ability.
- **Removing barriers** – removing practices that restrict diversity or the ability of individuals to actively contribute or participate in the workplace. This includes raising awareness and creating company-wide opportunities that educate employees about the benefits that diversity and inclusion brings to the workplace.
- **Creating greater flexibility** – providing greater flexibility through work arrangements that accommodate individual needs at varying stages of life and career.
- **Valuing an inclusive work environment** – developing and sustaining an organisational culture that actively seeks contribution from all employees and actively seeks diverse opinion, thought and experience.
- **Respecting stakeholder diversity** – working to establish sustainable relationships with diverse communities, customers and suppliers.

These commitments will be achieved through:

- **Diversity and Inclusion Steering Committee** – a dedicated multi-faceted group focussed on ensuring support mechanisms exist and are demonstrated within the organisation for the delivery of this policy.
- **HR practices** – organisational employment and career development practices are free from known barriers and promote our commitment to a sustainable inclusive culture.
- **Measurable Objectives** – setting measurable objectives for achieving diversity and inclusion, in which our performance will be reviewed and reported regularly on a regional and company wide basis and comply with international, national and local regulatory requirements.

A handwritten signature in black ink, appearing to read 'BR', is positioned above the name of the Chief Executive Officer.

Brad Rogers
Chief Executive Officer
Bis Industries