



Inclusion and Diversity Policy

Authorised by:

Bisalloy Steel Group Board

Date: 18 January 2023



At Bisalloy our success comes from our people. We recognise and value the different skills, experiences, perspectives, and backgrounds that our people bring to the Company. We know that a diverse workforce and inclusive workplace culture are a competitive advantage that leads to sustained business success and make Bisalloy a better place to work.

1. Inclusion and Diversity Principles

- A diverse workforce and inclusive workplace culture mean differences are respected and valued and all employees are given the opportunity to contribute and are supported to reach their full potential.
- We welcome differences such as ethnicity, gender, sexual orientation, age, physical abilities, family status, experience, perspective, religious beliefs, and other ideologies.
- Recruitment and selection practices are appropriately structured so that a diverse range of candidates is considered.
- When required due to a lack of diverse representation in occupational groups or functions, the Company targets diverse candidates as part of our recruitment activity.
- All recruitment and selection decisions – including promotions - are made on robust and inclusive criteria having regard for role considerations and inherent unconscious bias that may exist.
- Employees with a similar level of experience, performing work of equal value to the same standard, are compensated equally.
- Flexible work practices support employees to successfully manage work and life commitments so they can achieve their career aspirations.
- Our workplaces are safe and free from inappropriate behaviour such as harassment, sexual harassment, bullying, discrimination, victimisation, and vilification, so that all employees can work and contribute to a safe and inclusive environment.
- We treat all complaints of bullying, discrimination, and harassment seriously and ensure they are thoroughly investigated.
- We will not tolerate anyone being harassed or victimised for raising a genuine complaint.
- We apply these principles through a combination of:
 - leadership engagement, commitment, and accountability
 - reporting to the Board and senior management
 - policies, systems, and processes

- building leadership capability.

2. Our Responsibilities

All Bisalloy employees and contractors are required to comply with this policy and relevant business guidelines.

- Everyone is responsible for contributing to a diverse workforce and inclusive workplace culture.

The Board reviews and approves the measurable objectives for achieving diversity and inclusion and assesses progress.