



Inclusion Policy

Authorised by:

Bisalloy Steel Group Board

Date: 29 January 2025

Document number: P-BG-007



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 Principles

- An 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 an inclusive range of candidates are considered.
- All recruitment and selection decisions – including promotions - are made on robust and inclusive criteria having regard for role considerations, merit 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.