

DIVERSITY, INCLUSION AND EQUITY POLICY

This document outlines our policy for Diversity, Inclusion and Equity, including additional scope that the policy applies to, where appropriate.

OUR PURPOSE

BUMA Australia is committed to a workplace that embraces diversity and is free of unlawful or other inappropriate behaviour.

OUR OBJECTIVES

In achieving our overall objective to be the preferred employer in the mining services industry, and to ensure a safe and fair work environment, we will support and ensure:

- ❖ a workplace environment where all employees and customers are treated with fairness dignity and respect
- ❖ the ongoing attraction, selection, development and retention of a diverse and inclusive workforce from the widest possible talent pool
- ❖ that employee treatment is based on their merits at every stage of the employment relationship, including recruitment, promotion and termination
- ❖ an inclusive high performing and engaged workplace, where all individuals are recognised, developed and rewarded
- ❖ the implementation of training and awareness-raising strategies to ensure that all employees know their rights and responsibilities
- ❖ we encourage the reporting of behaviour that breaches this policy, and provide protection from victimisation for people who are involved in raising or investigating complaints
- ❖ the provision of an effective procedure based on the principles of natural justice for dealing with complaints. All complaints will be treated sensitively, fairly, quickly and confidentially
- ❖ we implement strategies across the business that support and promote the principles of this policy
- ❖ all employees promote and model appropriate standards of behaviour at all times.

Discrimination, harassment, sexual harassment, victimisation, and vilification are inconsistent with our values, and will not be tolerated in the workplace or in external business dealings.

Colin Gilligan

CEO BUMA Australia

Endorsed: 17/12/2021