

GENDER EQUITY, DIVERSITY AND INCLUSION POLICY

OUR PURPOSE

BUMA is dedicated to creating a workplace where every individual feels valued, respected, and empowered. We champion **gender equality** by ensuring equal opportunities, pay, and representation for all genders. We celebrate **diversity** by embracing unique perspectives, backgrounds, and experiences, and we foster **inclusion** by actively promoting collaboration, empathy, and understanding among our employees. Together, we strive to build a vibrant and harmonious workplace that drives innovation and success.

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 gender balanced, diverse, and inclusive workforce from the widest possible talent pool;
- ❖ employees receive equal remuneration regardless of gender for roles of equal or comparable value;
- ❖ we have clear policies on flexible work options available to employees, improving employee engagement through the support of balancing work and personal responsibilities;
- ❖ that employee treatment is based on merit 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 fairly;
- ❖ training and awareness-raising strategies to ensure all employees know their rights and responsibilities;
- ❖ meaningful and ongoing consultation with employees on gender equality within the workplace;
- ❖ we encourage a positive workplace culture that promotes gender equality and prevents sexual harassment and discrimination through the reporting of behaviours that breach this policy;
- ❖ we provide protection from adverse action and victimisation for people alleging or reporting sexual harassment, harassment on the grounds of sex or discrimination;
- ❖ the provision of an effective procedure based on the principles of natural justice for dealing with complaints. All complaints will be treated sensitively, fairly, and confidentially;
- ❖ we implement strategies across the business that support and promote the principles of this policy; and
- ❖ all employees promote and model appropriate standards of behaviour in line with the Code of Conduct.

Gender inequality, 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.

Johan Ballot

CEO BUMA Australia

Endorsed: 24 February 2025