



ADELAIDE BRIGHTON LIMITED
ACN 007 596 018

DIVERSITY AND INCLUSION POLICY

Purpose

Adelaide Brighton is committed to being an inclusive workplace that values and promotes diversity. For us diversity encompasses gender, race, ethnicity, age, physical ability, mental ability, religious beliefs, industry and life experience and thinking styles.

An inclusive culture encourages diversity of thought leading to innovation and a willingness to challenge the status quo.

We believe that encouraging and fostering diversity enables us to attract people with the best skills and broad range of attributes, to develop a diverse workforce which is best placed to deliver better value to our shareholders, customers and the communities we serve.

This policy outlines Adelaide Brighton's commitment to improving diversity in the workplace and supplements our employment policies and standards as set out in the Adelaide Brighton Code of Conduct.

Objectives

We will create an inclusive culture and promote diversity by:

1. Promoting a culture of diversity and inclusion through proactive engagement with our people.
2. Ensuring our recruitment and selection processes seek out candidates from a diverse background, with selection decisions being fair and equitable.
3. Developing inclusive leaders who value diversity of opinions and challenge the status quo.
4. Building talent pipelines through investment in skills and capabilities.
5. Reward and remunerate our people fairly and equitably.
6. Encouraging flexible work practices which enable our people to balance life and work responsibilities.
7. Understanding the diversity of our workforce.

Responsibilities

The Board

In accordance with the ASX Corporate Governance Council's Principles and Recommendations, the Board will establish measurable objectives for achieving diversity that are in line with Adelaide Brighton's circumstances and industry, and the Board or a committee of the Board will annually assess the objectives and progress in achieving them. Progress against the objectives set will be included in our annual reports.

The Board will be assisted by management, who will implement the diversity strategies, review the progress in achieving them and report to the Board / make recommendations as appropriate.

The Executive

As the Executive team of Adelaide Brighton, we are unanimously committed to increasing diversity and promoting inclusion at all levels of our business. We see this as a responsibility for all leaders in the business – men and women. We believe in demonstrating our values as inclusive leaders to understand and challenge the status quo, to think differently, innovate and deliver the highest quality client services.

Managers & Supervisors

Managers and supervisors are accountable for demonstrating inclusive leadership behaviours – valuing differences and encouraging people to challenge the status quo.

Employees and Contractors

All people who work at Adelaide Brighton, be they an employee, contractor or supplier are expected to demonstrate respectful and inclusive behaviour towards others.