

# Inclusion, Diversity and Equity Policy

Approved by BG&E Resources' Audit & Risk Management Committee (ARC)

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# 1. Inclusion, Diversity and Equity Statement

## **ACCEPTANCE FIRST.**

### **When we feel accepted, we thrive.**

At BG&E Resources, Acceptance First is the cornerstone of our approach to Inclusion, Diversity and Equity. It is more than just tolerance; it is a recognition and appreciation of inclusion as a strength and an asset. And that begins with putting our people first.

We offer an inclusive workplace that unites diverse minds; where everyone is valued, respected, and supported, and where everyone belongs.

We strive for our workforce to reflect the diversity of the communities in which we work, and for everyone to feel they can become the best, most authentic versions of themselves.

We are at our best when we welcome and celebrate different identities, ethnicities, talents, and perspectives. To leverage the benefits of our unique experiences, we empower our people to develop the skills to work collaboratively, contribute openly, and lead inclusively.

We are lucky to have some of the brightest minds in the country working united in their purpose to embrace innovation to solve complex problems for today and future generations.

Acceptance First complements our core values of Adaptable, Accountable, Thriving, Empowering, and Integrity.

## 2. Our Commitment to Inclusion, Diversity and Equity

BG&E Resources (“BGER”) (“the Company”), are committed to creating a diverse and inclusive culture that drives performance, innovation, productivity and wellbeing.

Our strategic priority is to build an inclusive, diverse and equitable environment and culture and we do this to enable:

- All of our team members are able to bring their whole selves to work and freely contribute to the best of their ability
- A robust recruitment process free from bias
- A gender balance across all levels of the organisation
- Access for people with disability and support for carers
- LGBTQI+ team members feel safe and to be themselves at work
- Recognition of Aboriginal and Torres Strait Islander team members, communities and cultures.
- Recognition of culturally and linguistic diversity
- People of all ages and life stages to contribute fully

We acknowledge and respect the human rights of our team members, contractors, and all individuals we engage with, either directly or indirectly.

This Policy applies to all Company employees, officers, and contractors. When we say “we”, “our” or “us” we are referring to everyone at the Company. Where appropriate, we will also encourage our clients, joint venture partners, stakeholders and suppliers, including non-BGER staff working for, or representing BGER on project sites and community stakeholders to respect this Policy.

In addition to this Policy, our Code of Conduct and Working Respectfully Policy set out a common framework for how we expect our people to behave and comply with this Policy.

The governance of this Policy is overseen by the Company’s Audit and Risk Management Committee.

## 3. Definitions

### What do we mean by diversity?

All of the difference between people in how they identify in relation to their:

- Age, caring responsibilities, cultural background, disability, gender, indigenous background, sexual orientation and socio-economic background (social identity)
- Profession, education, work experience and organisational role (professional identity)

All of these aspects of our identity inform our individual perspective of the world.<sup>1</sup>

### What do we mean by inclusion?

Inclusion occurs when a diversity of people (e.g. of different ages, cultural backgrounds, genders) feel valued and respected, have access to opportunities and resources and can contribute their perspectives and talents to improve their organisation.<sup>2</sup>

### What do we mean by equity?

Equity refers to fair treatment for all people, so that the norms, practices, and policies in place ensure identity is not predictive of opportunities or workplace outcomes. Equity differs from equality in a subtle but important way. While equality assumes that all people should be treated the same, equity takes into consideration a person's unique circumstances, adjusting treatment accordingly so that the end result is equal.<sup>3</sup>

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<sup>1</sup> <https://www.dca.org.au>

<sup>2</sup> <https://www.dca.org.au>

<sup>3</sup> <https://www.mckinsey.com/featured-insights/mckinsey-explainers/what-is-diversity-equity-and-inclusion>

## 4. Responsibilities

Inclusion, diversity and equity makes us stronger; this means we foster a work environment where individual differences, whatever they may be are appreciated and valued as characteristics that enhance our work environment, our productivity, innovation and capability.

We embrace inclusion, diversity and equity, through our values, our leaders thereby resulting in higher performance by the organisation.



## 5. Our Critical Success Factors

We have several critical success factors ensuring we have the tools available to implement, communicate and monitor the range of initiatives that drive our inclusion, diversity and equity programs and culture, these elements are crucial for our success. These success factors are:

- a. Leadership
  - our senior leaders must champion and take the lead in embedding our approach.
  - leaders must take ownership of creating an inclusive workplace culture and supporting a diverse workplace.
  - Ensure recruitment decisions are based on merit and free from unconscious or conscious bias.
- b. Policy infrastructure
  - our policies will guide our actions in terms of inclusion, diversity, and equity in areas such as recruitment, development & learning, remuneration and performance.
- c. Communication
  - consistently communicate across the organisation on matters relating to inclusion, diversity, and equity.
  - we conscientiously run job adverts in unbiased language offering flexibility where possible; and
  - consistently acknowledge and facilitate different workplace communication styles.
- d. Reporting and tools
  - our people metrics are targeted and reported biannually to the Executive Leadership Team (ELT)
  - Inclusion, diversity and equity are considered in recruitment, remuneration, learning and development etc.
  - coaching and guidance is available for leaders to ensure inclusive leadership.
  - ongoing support for inclusion, diversity and equity learning and development opportunities.

## 6. Reporting Concerns

We foster a culture of speaking up and encourage reporting of any breach issue of this policy or any suspected issues.

You can raise concerns or seek further guidance from:

- Your direct leader if appropriate
- General Manager People & Culture or one of the People and Culture Team members; or
- An Executive Leadership Team member.

All matters will be sensitively reviewed, and appropriately investigated and addressed on a case-by-case basis.

Where appropriate, steps will be taken to ensure a positive and cohesive work environment is maintained and that the environment encourages inclusion, diversity, and equity as intended.

We also encourage our clients and stakeholders to report and express their concerns relating to our employees' behaviours and suspected violations of this Policy.

For further details about the Company's Diversity and Inclusion Policy, please contact:

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