



# **BWX Limited**

**ACN 163 488 631**

## **DIVERSITY POLICY**

### **1. Introduction**

- 1.1 At BWX Limited ACN 163 488 631 (**BWX**), our diversity is shaped by the various skills, experiences, perspectives, styles and characteristics (including but not limited to: race, colour, ethnic or national origin, ancestry, social origin, genetic information, disability, medical condition, pregnancy, age, gender, gender identity, gender expression, sexual orientation, marital status, veteran status, family or carer's responsibilities, religion, and political opinion) of our people. 'Better Together' is one of our five company values which reflects the importance we place on valuing diversity in our workplace and creating an environment where everyone belongs.
- 1.2 We recognise that these differences should be respected and contribute to innovation, change and the long-term growth of our business. We also recognise that embracing diversity creates value for our customers and shareholders and offers many benefits such as being able to attract, retain and motivate employees from the widest pool of available talent.
- 1.3 For all of these reasons we are committed to providing an inclusive, equitable and fair workplace regardless of gender, marital or family status, sexual orientation, gender identity, age, disability, ethnicity, religious belief, cultural background, socio-economic background, perspective and experience. Our workplace values, respects and promotes diversity across our entire workforce.
- 1.4 We are an equal opportunity employer and welcome all people from a diverse set of backgrounds. Discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

### **2. Commitment**

- 2.1 While each of our regional and global workplaces may have their own diversity or related policies in place, this policy has been developed to complement existing documentation and to summarise our overarching commitment to workplace diversity.
- 2.2 In line with this commitment, our policy is to ensure:
  - (a) our people are valued for their differences and everyone is treated with fairness, respect and dignity;
  - (b) our product offering is enhanced through a diverse workforce that reflects the value of our customers;
  - (c) there is an awareness of the different needs of individuals;
  - (d) policies and practices are regularly reviewed to promote and accommodate diversity;
  - (e) employment related decisions are transparent, equitable and fair and a diverse range of candidates are considered for positions and guarding against any conscious or unconscious biases that might discriminate against certain candidates;
  - (f) our people have access to development and career opportunities based on merit;
  - (g) the design and implementation of programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for executive positions;
  - (h) flexible work practices are in place to assist employees with balancing their personal and work lives;

- (i) that opportunities are provided for employees on extended parental leave to maintain their connection with BWX, for example, by offering them the option (without any obligation) to receive all-staff communications and to attend work functions and training programs; and
- (j) there is a corporate culture that embraces and celebrates diversity and a workplace which is free from discrimination, harassment, bullying, victimisation and vilification.

### **3. Responsibility and Accountability**

3.1 Every employee within BWX (Board, CEO and Executive Team and employees) is responsible for supporting and maintaining BWX's corporate culture and values, including its commitment and responsibility to diversity in the workplace.

#### **3.1.1 Board**

- (a) The Board plays a specific role in driving diversity, particularly gender diversity across the business by reviewing and approving annual diversity objectives and progress towards these objectives.
- (b) The Board is responsible for targeting a diverse representation of individuals at Non-Executive Director level.

#### **3.1.2 CEO and Executive Team**

- (a) The CEO and Executive Team are responsible for implementing diversity related policies, supporting and using the diverse skills and knowledge of their teams and providing a work environment where discrimination and harassment are not tolerated. They are expected to build diversity into their teams and to demonstrate through their behaviours and actions, commitment to fostering workplaces where people feel included and valued.
- (b) They are also responsible for developing annual gender diversity objectives, implementing programs and initiatives aimed at achieving those objectives and monitoring progress towards them.

#### **3.1.3 Employees**

- (a) Employees are responsible for respecting individual differences and for treating one another with fairness and respect.
- (b) Employees are also responsible for being aware of and complying with diversity related policies in their workplaces, and where appropriate being involved in diversity programs and initiatives.

### **4. Disclosure and compliance**

4.1 BWX commits to meeting its diversity obligations required under the 4th edition of the ASX Corporate Governance Principles and Recommendations.

4.2 BWX also commits to comply with international, national and local regulatory requirements in reporting our performance on diversity.

### **5. Review and changes to this policy**

5.1 The policy will be periodically reviewed to check that it is operating effectively.

5.2 The content of this Policy may change from time to time as approved by the Board.

5.3 The policy is available on BWX's website <http://bwxltd.com/>.

### **6. Approved and adopted**

6.1 This policy was approved by the Board and is effective from 24 February 2022.