

# Diversity Policy

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## Contents

1. Applicability
  2. Purpose
  3. Achieving diversity
  4. Review
- 

## 1 Applicability

A reference to **Birimian** in this policy is a reference to:

- (a) Birimian Limited ABN 11 113 931 105 (**Company**) and each of its subsidiaries (together the **Group**); and
- (b) any joint ventures under a Group company's operational control.

This policy applies to all directors, employees, consultants and contractors of Birimian (**Personnel**).

All Personnel will be provided with access to a copy of this policy via the Company's [website](#). Training or awareness sessions on this policy will be held from time to time, as required.

This policy does not impose on Birimian or its Personnel any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia, or of any overseas jurisdiction.

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## 2 Purpose

Birimian is committed to actively managing diversity as it is in its interest to be able to attract, retain and motivate directors, employees, consultants and contractors from the widest possible pool of available talent.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including domestic responsibilities, age, gender, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity. Birimian values the differences between its people and the contribution these differences make to Birimian.

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## 3 Achieving diversity

### 3.1 Environment conducive to diversity

To have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated by Birimian.

Personnel are expected to contribute to ensuring that the work environment is free from discrimination, harassment, vilification and victimisation and Birimian's board and management will ensure that complainants or reports of this type of behaviour are treated seriously, confidentially, and sympathetically by Birimian.

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Personnel should demonstrate respect of others, consideration for the cultural and social differences of the people with whom they work, communicate with others politely and respectfully and raise any diversity concerns with their manager or supervisor.

Birimian will encourage an awareness in all Personnel of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity.

### **3.2 Recruitment and management of a diverse workforce**

Birimian will recruit and manage a diverse and skilled workforce on the basis of an individual's competence and performance, and recognising the importance of having the right person for the right job. Birimian will ensure the workforce best represents the talent available in the communities in which Birimian's assets are located and its Personnel reside.

### **3.3 Recruitment and selection practices**

Birimian will ensure appropriate recruitment and selection practices are used when hiring new staff, including Board members, so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that may discriminate against certain candidates. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. Birimian may engage professional consultants to assist in the recruitment and selection process to ensure a diverse range of candidates are considered.

### **3.4 Training and development programs**

The Company's board of directors (**Board**) will consider training and executive mentoring programs to assist in the development of a broader and more diverse pool and skilled and experienced employees and that will, over time, prepare them for senior management and Board positions.

### **3.5 Flexible working practices**

Birimian recognises that employees (male and female) at all levels may have domestic responsibilities and will consider flexible work practices that will assist them to meet those responsibilities.

### **3.6 Career progression**

Birimian will foster individual career development and make decisions on selection and promotion on the basis of performance, skill and merit, recognising the importance of having the right person for the right job.

### **3.7 Measurable objectives**

The Board may set measurable objectives for achieving gender diversity that are appropriate for the Company which, if established, will be disclosed in the Company's corporate governance statement prepared in accordance with ASX Listing Rule 4.10.3.

If set, these measurable objectives will include appropriate and meaningful benchmarks that are able to be, and are, measured and monitored for effectiveness in addressing any gender imbalance issues in the Company. These could include achieving specific numerical targets (e.g. a target percentage) for the proportion of women employed by the organisation generally, in senior executive roles and on the Board within a specified timeframe.

The Board may also set measurable objectives in relation to other aspects of diversity that are appropriate for the Company.

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#### 4 **Review**

The Board will review this policy at least annually, and update it as required. The Board will also review any measurable objectives it has set in accordance with this policy and its progress towards achieving them.

Date adopted	19/06/2017
Last amendment	
Last review	