

Diversity and Inclusion Policy

COMMITMENT

This policy provides the framework by which TS Global Pty Ltd (the Company) actively manages and encourages diversity and inclusion. The company's goal is to create a culture that is diverse, inclusive and that respects and celebrates our differences.

OBJECTIVES

This policy applies to the company's board, its workers and contractors. The company appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors: origin, age, gender, race, religion, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors. We value the differences between people and the contribution these differences make to our business.

We will actively manage diversity and inclusion, seeking ways of acknowledging and embracing the differences that exist. This means that we will:

- actively and flexibly seek to accommodate the unique needs of many different workers
- commit to ensuring that all workers are treated with respect, dignity, and openness
- seek to ensure that our business practices, policies and procedures do not prevent people from diverse backgrounds having equality of opportunity within the organisation.

The company's diversity and inclusion policy, processes and initiatives focus on four diversity and inclusion principles:

- decisions regarding recruitment, selection, training and development and promotion are based on merit, performance and capabilities.
- the organisation embraces fairness, equality and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment or victimisation.
- diversity and inclusion and equal employment opportunity initiatives are based on sound business objectives.
- diversity and inclusion are everyone's business – it is part of how the company works

The organisation will provide equal opportunity in respect to employment and employment conditions, including:

- recruitment and selection
- performance management
- training and development
- career advancement
- support.

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The company is committed to supporting all workers and managers in the achievement of a diverse and inclusive workplace. Managers are responsible for developing and encouraging a positive environment, where all workers are treated with respect and dignity.

The company will establish, on an annual basis, measurable objectives for the achievement of diversity and inclusion. These objectives may include:

- establishing goals for gender equity at all levels within the organisation
- establishing goals for representation of under-represented groups within the organisation
- implementing initiatives to address any identified pay equity gaps
- implementing leadership programs that promote equal opportunity, diversity and inclusion practices and a diverse and inclusive organisational culture
- implementing training and development programs that promote and embed EEO, diversity and inclusion practices within the organisation.

The executive management team is responsible for the approval of initiatives to achieve measurable objectives relating to EEO, diversity and inclusion. Management is responsible for implementing approved initiatives.

MONITORING

TS Global will maintain a suite of procedures as part of our QHSE management system, outlining how and when this policy is applied. This policy will be reviewed every two (2) years.



Graham Holford
General Manager
1 April 2022