

At Bis we value diverse thinking and an inclusive culture. We know that diverse teams are more innovative, consider a broader range of options, make more informed decisions and drive better outcomes for the business. We believe that diversity and inclusion are key elements for a successful business and building blocks to our high performing and agile culture.

The success of our business relies on building a culture where we value people who think differently, and have different experiences. For our business to continue to thrive, we need to attract, retain and engage the best people from a broad range of backgrounds and build an inclusive culture where all our people are able to contribute and bring their best self to work every day.

We have established a Diversity and Inclusion Steering Committee (DISC) to drive an inclusive workplace culture where all our employees are valued and recognised for their unique qualities, ideas and perspectives. DISC members are accountable to champion and drive the delivery of improved diversity and inclusion outcomes across our business. Chaired by a member of the Executive Leadership Team and comprising operational and functional team members, the DISC will work collaboratively with the Executive Leadership Team and the People and Culture Team to improve diversity and inclusion performance and outcomes across Bis.

The DISC has a broad remit to improve diversity and inclusion within the business. Key areas of focus for FY18 will be the advancement of women and Indigenous people within the business.

The DISC has established this Charter to outline our commitment to improving diversity and inclusion at Bis.

Pursuant to this Charter, DISC members commit to being ambassadors for diversity and inclusion and being responsible for guiding continual improvement in diversity and inclusion within Bis. They will achieve this through:

- Raising awareness and promoting the benefits of building diversity and inclusion within the business;
- Monitoring the business' performance progress against key diversity and inclusion target measures;
- Sharing learnings and opportunities for improvement with the DISC and across the business;
- Actively seeking to access leading practice thinking and actions being deployed in our marketplace and bringing ideas to improve diversity and inclusion to the DISC;
- Understanding trends and activities that others in industry are implementing, in order to improve diversity and inclusion;
- Supporting the implementation of diversity and inclusion initiatives across the business;
- Identifying and supporting the removal of bias and discrimination in the workplace;
- Influencing change by supporting the recruitment and retention of a diverse range of candidates;
- Promoting and supporting the mentoring and sponsorship of people from diverse backgrounds in the business;
- Encouraging and supporting flexible work practices in the business to assist all team members to better balance professional, family and personal commitments;
- Building awareness of both customer and competitor diversity and inclusion activities and sharing ideas with the DISC as required;
- Taking a "get things done" approach to our diversity and inclusion objectives.

Signatories agree to implement these initiatives outlined in the Charter.

Karen Bradshaw

Karen Bradshaw

Michael Porter

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Natalie Ward

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Richard Barley

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