



Kalbar Diversity and Inclusion Policy

1. Introduction

Kalbar is committed to developing and maintaining a diverse and inclusive workplace where every employee is treated fairly, with respect and has the opportunity to realise their full potential and contribute to Kalbar's success.

2. Policy objectives

Kalbar's Diversity and Inclusion objectives include:

- creating a positive work environment where we respect each other as individuals and acknowledge the value and unique contribution brought by a team with diverse backgrounds, experiences and perspectives;
- ensuring that every employee is able to reach their true potential; and
- growing our team to reflect the diversity of our community.

3. Scope

This policy applies to all employees, directors, officers, contractors, agents, consultants and any other party representing Kalbar wherever it operates across the world.

4. Policy statements

- Kalbar is committed to empowering our people to challenge the status quo, to valuing diversity of perspective, including the diverse thinking, styles, skills and experiences of our team.
- We will treat all Directors, Employees, prospective Employees, partners, contractors, consultants, stakeholders and suppliers fairly and equally regardless of and not limited to, their age, gender, race, national or ethnic origin, cultural background, experience, social group, marital status, religion, language, political beliefs, sexual orientation and physical ability.
- Kalbar seeks to recruit the best people from a diverse field of candidates.
- Kalbar is committed to providing a safe workplace that is free from bullying and harassment.

5. To achieve these objective we will:

- employ, promote and reward employees based on capability and performance;
- provide appropriate levels of training, development and mentoring to ensure our employees and contractors are aware of this policy and understand and promote a diverse and inclusive workplace;
- provide opportunities for individuals to reach their full potential;
- ensure our standards and procedures encourage different skills, experience and perspectives and address diversity and inclusion challenges;
- review and approve measurable objectives to achieve a diverse and inclusive workplace

6. Policy Review

This policy will periodically be reviewed by the Board to ensure it continues to meet both regulatory and contemporary industry standards and practices.

Related documents:

- Kalbar Code of Conduct
- Misconduct Reporting Procedure

Version	Doc Category	Status	Reviewer	Approver	Approval Date	Due for review
1.1	Board	Reviewed	V. Hugo	Chairman: Brad Farrell	14.2.220	Feb 2021