

Policy details			
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## 1. PURPOSE

- 1.1 The purpose of this policy is to outline the Group's overall commitment to diversity and inclusion and how the Group promotes and embeds these attributes in its workplaces.

## 2. SCOPE

- 2.1 The JBS Australia Diversity and Inclusion Policy applies to Baybrick Pty Ltd and its controlled subsidiaries excluding listed entities (the **Group**) and their employees (**Team Members**).

## 3. POLICY STATEMENT

- 3.1 Diversity describes the ways in which we are all different. This might *include* (without limitation) the age, cultural background, religious belief, physical characteristics and abilities, gender, sexual orientation, marital status and family and carer responsibilities of our Team Members.
- 3.2 Inclusion occurs when a diversity of people feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improve the Group.
- 3.3 The Group believes that:
- (a) diverse and inclusive teams are safer, more productive and more engaged because they bring different views, backgrounds and experiences to the workplace. In this environment, Team Members feel supported and comfortable to speak up and share their ideas and any concerns; and
  - (b) inclusive and diverse teams help us to achieve our mission as a Group:  
  
*To be the best in all that we do, completely focused on our business, ensuring the best products and services to our customers, a relationship of trust with our suppliers, profitability for our shareholders and the opportunity of a better future for all of our team members.*
- 3.4 The Group is committed to finding ways to actively support and encourage a diverse and inclusive workplace now and in the future, and ensuring compliance with all minimum standards set out in the *Workplace Gender Equality Act 2012* (Cth), its associated instruments and all other applicable anti-discrimination legislation.

#### 4. ACCOUNTABILITIES

- 4.1 This Policy will be published and reviewed periodically by the JBS Australia Group People & Culture Team.
- 4.2 **The Group** is responsible for endorsing the framework and key priorities set out in this policy.
- 4.3 **Leaders** are responsible for creating and maintaining an inclusive workplace by role modelling inclusive behaviours and communicating their commitment to this policy. This includes ensuring no bias in relation to decision making and ensuring consistency of approach, and that their teams adhere to the Group's values and all relevant workplace policies and applicable laws.
- 4.4 **Team Members** have a responsibility for contributing to and maintaining an inclusive and diverse workplace culture in line with the Group's values. Each individual is expected to act and behave with respect and inclusion and adhere to all relevant workplace policies. Team Members must also comply with applicable laws.

#### 5. COMPOSITION OF THE WORKFORCE AND THE BOARD

- 5.1 The Group will encourage a diverse and inclusive working environment in all of its workplaces (including the boardroom) where everyone is accepted, valued and receives fair treatment.
- 5.2 In relation to the hiring or promotion of any Team Member, decisions made by the Group will be based on merit, and also consider all aspects of diversity, including geographical, social and ethnic background, race and gender.
- 5.3 The Group will continue to educate all Team Members in matters concerning diversity and inclusion through appropriate training.

#### 6. EQUITABLE REMUNERATION, RECOGNITION AND REWARD

- 6.1 The Group is committed to gender pay equity. To achieve this commitment the Group will:
  - (a) conduct a gender payroll analysis on a biennial basis which assesses like-for-like pay gaps; and
  - (b) address like-for-like pay gaps.
- 6.2 The Group's remuneration model is meritocratic.
- 6.3 The Group has an annual merit cycle, through which the salaries of eligible team members are reviewed according to performance and current compensation levels.
- 6.4 The Group will include all eligible Team Members who are taking a period of parental leave in the annual merit cycle.
- 6.5 With respect to non-financial benefits, the Group is committed to considering career development opportunities for Team Members.

## **7. CONSULTATION WITH EMPLOYEES**

7.1 The Group will consult with its Team Members regarding issues concerning diversity and inclusion:

- (a) at site forums including safety and consultative committees; and
- (b) in Team Member Lifecycle surveys.

7.2 Concerns can also be raised by Team Members with Leaders, HR Representatives, or via the Group's EthicsLine.

## **8. REPORTING**

8.1 The Group will evaluate and report to the Workplace Gender Equality Agency annually on a standardised set of Gender Equality Indicators (**GEIs**). The GEIs currently include:

- (a) Gender composition of the workforce;
- (b) Gender composition of governing bodies;
- (c) Equal remuneration between women and men;
- (d) Availability and utility of employment terms, conditions, and practices relating to flexible working arrangements for team members and to working arrangements supporting team members with family or caring responsibilities;
- (e) Consultation with team members on issues concerning gender equality in the workplace; and
- (f) Sex-based harassment and discrimination.

## **9. PROCEDURES**

9.1 Procedures may be developed from time to time, pursuant to this Policy.

## **10. NON-CONTRACTUAL STATUS OF POLICY**

10.1 This Policy and any Procedures made pursuant to it is not in any way incorporated as part of any applicable industrial instrument, nor do those documents form any part of a Team Member's contract of employment. The Group may amend this Policy at any time in its sole discretion.

## **11. QUERIES ABOUT THIS POLICY**

11.1 Team Members should contact their Leader or HR representative if they have any questions about the application of this Policy.

## **12. BREACHES OF THIS POLICY**

12.1 Breaches of this Policy may result in disciplinary action being taken, up to and including termination of employment.