

BRIDGEMAN INCLUSION AND DIVERSITY POLICY

Bridgeman is an Indigenous owned, operated and Supply Nation certified company. We have been delivering end-to-end solutions in Queensland and across Australia for more than 25 years. Our company operates across the primary areas of metal manufacturing and construction solutions.

1. Purpose

The purpose of this policy is to set out Bridgeman's position and principles in respect of Inclusion and Diversity and to provide a framework for building a more diverse and inclusive culture.

2. Scope

This policy applies to all employees (direct and indirect) of Bridgeman. This includes permanent workers, consultants, temporary workers, subcontractors, contract workers, full-time, part-time and casual workers, and anyone doing business with us.

3. Policy

3.1. Overview

Our diverse backgrounds, experiences and perspectives come from differences such as age, gender, ethnicity, physical appearance, physical or mental disabilities, values, lifestyle, religion, sexual orientation and identity, nationality, education, family responsibilities and status, military or veteran status, personality, communication styles, and career paths.

Bridgeman is committed to making diversity a business imperative and to supporting efforts and initiatives to increase our diversity footprint. We recognise that a diverse and inclusive workforce can contribute to the achievement of our strategic and commercial objectives by:

- enhancing our brand and reputation;
- attracting, recruiting, engaging and retaining the best people; and
- reflecting the communities in which we operate

We acknowledge that this requires a culture that embraces and respects differences, where all individuals feel valued, where they are treated fairly, and where they have the opportunity and motivation to excel in their chosen careers. It also requires a culture that is intolerant of behaviours which are non-inclusive.

Our Inclusion and Diversity policy is centred on the following core principles:

1. **Merit** - decisions about recruitment, development, promotion and remuneration are based on performance, capabilities and experience.
2. **Fairness and Equality** - embracing Diversity and being inclusive means we do not tolerate any form of unlawful discrimination, bullying, harassment or victimisation

3. **Contribution to commercial success** - our Inclusion and Diversity initiatives are based on sound business principles and objectives. We will focus on results for Bridgeman and our people, not on processes or programs for their own sake.
4. **Everyone's Business** – we will have some focussed initiatives for specific groups, but essentially inclusion and diversity is for everyone. It is part of how we work and, because it helps Bridgeman to be successful, it is everyone's business.

3.2. Business Plan

Our strategic priorities are driven by the current and emerging needs of our workforce and business. This means that from time to time, we will focus on individual areas within the broader spectrum of diversity.

We will develop an Inclusion and Diversity Business Plan which will comprise a series of regular or 'business as usual' activities together with some more specific and measurable initiatives, actions and goals.

These will focus on:

1. developing inclusive leaders who value and have a deep understanding of inclusion and diversity, and the capability to build inclusive teams and working environments;
2. delivering programs, initiatives and policies that promote diversity and support equity and equality throughout all key employee experiences, including recruitment, performance and remuneration reviews and development opportunities;
3. identifying and cultivating external partnerships and relationships that promote and improve inclusion and diversity within Bridgeman, for our clients and in the community;
4. improving employment and career development opportunities for people who are underrepresented in our workforce;
5. continually improving our reputation and brand to increase our ability to attract and retain a diverse talent pool;
6. creating awareness and education for our employees and other key stakeholders about the importance and value of a diverse and inclusive workplace to business success;
7. demonstrating Board and Leadership commitment to diversity inclusion through leadership accountability, decisions and practices; and
8. ensuring transparent communication to all key stakeholders of our initiatives, actions and progress towards inclusion and diversity.

3.3. Responsibilities

We are all responsible for supporting inclusion and diversity. Achieving workplace diversity and building an inclusive culture is the responsibility of everyone engaged in activities under Bridgeman's operational control including all directors, officers, employees, subcontractors and suppliers.

The Board of Directors will review and assess the diversity policy, its objectives and results annually, as well as monitor progress achievement of objectives and implementation of strategies, initiatives and programs.

Bridgeman management is responsible for implementing initiatives throughout the businesses to achieve its diversity objectives, and more generally for reinforcing Bridgeman's commitment to fostering an inclusive and supportive workplace in accordance with the principles outlined in this policy.

4. Definitions

'Bridgeman Leadership Team' means the General Manager of Bridgeman Building Group, General Manager of Bridgeman Manufacturing and direct reports.

5. Variations

Variations to this policy may only occur in exceptional circumstances where the work requirements or work environment are unique. Variations may be agreed, in advance, in writing with the Chief Executive Officer, Managing Director, General Manager of Bridgeman Building Group, General Manager of Bridgeman Manufacturing or Group HR Manager.

6. Further Information

For further information and/or clarification of this policy please see Human Resources.

Your sincerely,



Adam Sarota
Managing Director

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