



Diversity Policy

PURPOSE

BSA Limited (and its subsidiaries) is committed to encouraging an inclusive culture where all people are able to succeed to the best of their ability. Diversity is regarded as a key factor in enabling BSA to attract the broadest range of talent in the market and BSA recognises that diversity contributes to the success of the business, and the way in which BSA is viewed by the community.

BSA's commitment to diversity requires that we work to ensure an environment which is supportive of equal opportunity and access to career opportunities, development, remuneration and other benefits.

BSA recognises that diversity includes, but is not limited to, gender, age, disability, ethnic, religious and cultural backgrounds and with diversity brings different experiences and views.

PRINCIPLES

Our Guiding principles with respect to diversity are:

- to treat all employees, prospective employees, contractors, consultants, members and suppliers, fairly and equally regardless of their gender, age, sexuality, culture/ethnicity, religious beliefs, and regardless of any disability or flexible working practice;
- to value diversity by maintaining a safe work environment and taking action against inappropriate workplace behaviour including discrimination, harassment, bullying and victimisation;
- to promote an organisational culture that values diversity and tolerates differences by developing and offering work arrangements that help to meet the needs of a diverse work force;
- To promote the recruitment of employees and directors impartially from a diverse field of suitably qualified candidates;
- To provide learning and development strategies and opportunities to develop the knowledge, skills and experience of all employees.

The BSA group is eager and committed to playing its part in supporting diversity and is committed to:

- implementing employment and recruitment strategies;
- ensuring career development and promotion;
- providing flexible work practices;
- establishing education, training and mentoring opportunities; and
- ensuring that all employees are provided with the ability to develop their skills and progress internally.
- These principles, together with BSA's Code of Conduct and policies regarding matters such as harassment and discrimination, reflect BSA's commitment to diversity.

MEASUREABLE OBJECTIVES

BSA recognises that working toward gender diversity and equality is essential to attracting and retaining the best talent in our business.

BSA has set a target of 20% female representation in its senior management, together with a target of 20% female representation in the senior talent and succession plans, for the next financial year. The Company must also comply with the relevant legislation, requiring it to comply with, and report against, any standardised gender equality indicators and other minimum standards that are set. Diversity related measurable objectives will be reviewed on an annual basis.



BSA's Managing Director will develop a 3 year plan to address diversity targets.

Professional development is available for all our employees, with additional emphasis and focus placed on leadership development throughout all levels of our talent pipeline. All employees are provided with opportunities to strengthen their leadership skills and capabilities, and enhance their potential for leadership positions in the future.

The Company's Parental Leave Policy aims to provide employees with sufficient options and choices to enable them to devote time and care to their new or adopted children without disadvantaging their career. Paid parental leave is available to employees based on a sliding scale of entitlement.

APPLICATION

This policy and our initiatives to promote diversity, will be reviewed regularly and updated as required, ensuring that they comply with any legislative requirements, and adequately reflect the current needs of the business.

Responsibility for the application of this policy rests with all at BSA, and all those engaged in activities under the BSA's operational control. The Managing Director, together with HR, will be responsible for monitoring and evaluating implementation of the 3 year plan, and the initiatives outlined above.

The Managing Director of BSA Limited is also accountable to the Board of Directors for ensuring this policy is implemented. The Board of Directors will review the progress of BSA's diversity strategy on, at least, an annual basis.