



Beacon Lighting Group Limited

ACN 164 122 785

## Diversity Policy

## **1. Introduction**

The Beacon Lighting Group understands that its business success is a reflection of the talents, knowledge, experience, skills and behaviours of our people. With this in mind, we strive to live by our company values and implement policies and work practices that support and facilitate an inclusive workplace that embraces and respects the diversity of our team members.

This policy affirms the commitment of Beacon Lighting Group Limited (the Company and, together with its controlled entities, the Group) to embrace diversity in all its workplaces and it therefore applies to all Team Members and directors of the Group.

## **2. Diversity and its Benefits**

Diversity refers to the variety of differences between people in an organisation. Diversity encompasses the tangible differences such as gender, race, ethnicity, physical and mental ability, age, sexual orientation, family responsibilities, education, socio-economic status, and cultural background. It also can include the less obvious differences, such as the way we perceive and respond to our environment.

The Group believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation. It enables the Group to:

- a. recruit and retain the right people from a diverse pool of talented and appropriately qualified candidates;
- b. make more informed and innovative decisions, drawing on the wide range of skills, ideas, experiences and perspectives that Team Members from diverse backgrounds bring to their roles;
- c. better represent the diversity of its customers, stakeholders and markets; and
- d. be recognised as a great place to work by everyone

## **3. Diversity Principles**

The Group is committed to achieving the goals of providing equal access to opportunities, based on merit, and fostering a corporate culture that embraces and values diversity. It will achieve these goals through the application of the following principles:

- a. We are an equal opportunity employer and welcome people from a diverse set of backgrounds.
- b. The behaviours and actions of all Team Members will be in accordance with our company values and Code of Conduct
- c. Decisions in relation to our people will be based on facts, will not have unlawful discriminatory consequences, and will take into account both the individual's needs as well as business operational requirements.
- d. Every Team Member within the Group is responsible for supporting and maintaining the Group's corporate culture, including its commitment to diversity in the workplace, by personally behaving in accordance with the policy and our values, and by working together in a collaborative, respectful manner.

#### **4. People Practices**

The Beacon Lighting Group is very proud of its workplace culture and integral to this are a range of human resources practices which ensure that all Team Members have the opportunity to achieve their full potential, including:

- a. Ensuring recruitment practices are based on clearly defined criteria;
- b. Utilising fair and effective processes for selection to positions based on ability, performance and potential;
- c. Providing training and education to ensure that all Team Members are aware of our company values and their responsibilities;
- d. Ensuring, in so far as is reasonably practicable, a safe working environment that is free of discrimination and harassment, and where workplace issues are addressed promptly and with sensitivity;
- e. Providing flexible work arrangements to meet individual needs (particularly those with parental responsibilities) wherever business operations permit; and
- f. Supporting the needs of women in our workforce and facilitating opportunities to promote gender equality.

#### **5. Gender Diversity Objectives**

The Board will consider appropriate objectives for improving gender diversity throughout all levels of the business and will annually review the Group's progress towards achieving those goals.

The Board, in conjunction with Human Resources, will ensure that the Group's people practices support gender diversity and that policies are in place to address impediments to achieving gender diversity.

#### **6. Disclosure and Review**

A summary of this policy and the Company's achievement of the policy's objectives will be disclosed in each of the Company's annual reports.

This policy applies to the extent that it does not conflict with equal employment opportunity and anti-discrimination legislation in jurisdictions in which the Group operates.

The Board, together with the Remuneration and Nominations Committee and Human Resources, will review this policy as necessary to ensure it complies with any applicable legal requirements and remains relevant and effective.