



Inclusion & Diversity Policy

Our commitment is to provide an inclusive and diverse workplace,
where each of us contributes to our vision

Our commitment includes providing a workplace free of discrimination and unfair bias, where everyone has an opportunity and where each person is valued, respected and supported for their different attributes, skills and experience.

We recognise that developing a diverse workforce is critical in building our organisational capability and maintaining a high level of performance.

We value diversity and the benefits it brings to achieving our objectives, enhancing our reputation and attracting, engaging and retaining talented people.

Our commitment to equal opportunities and a diverse workplace is embodied in our values of **People, Safety, Trust, Integrity, Excellence and Courage**.

Diversity may result from a range of factors including place of origin, age, gender, cultural heritage, education, physical ability, appearance, language, religious beliefs and family responsibilities.

Equal opportunity is a responsibility that exists throughout all our workplaces and includes commitments in respect of recruitment, conditions of employment, training, leave, professional development and promotion.

Our inclusion and diversity principles are:

- ✓ We create a culture of fairness, respect, diversity of gender and race and inclusion for all;
- ✓ We aspire to have our people reflect the communities we operate within;
- ✓ We embrace inclusion and diversity in recruitment and promotion activities at all levels, recognising our obligations and commitments under applicable country legislation;
- ✓ We value and respect the skills, experiences and perspectives each employee brings to our workplace;

- ✓ We create an inclusive, productive and safe workplace by taking action to prevent and stop discrimination, harassment and bullying; and
- ✓ We assist our people in achieving a holistic balance between life and work.

The Board of DRA Global Limited has established measurable objectives for achieving diversity outcomes, which are reviewed annually. Management is responsible for the implementation of our diversity objectives and for providing visible leadership for this policy.

Each one of us has a responsibility to embrace diversity and be respectful and fair in the way we work with our colleagues, customers and communities.

This is a policy of DRA Global Limited and its controlled entities (collectively, "**DRA Group**"). It applies to all directors, employees and business partners of each member of the DRA Group and to any consultants, contractors and other third-parties notified of its application to them.

More information is available from your Manager or in our **Inclusion and Diversity Standard**.



Andrew Naude

Managing Director, DRA Global Limited
Approved by the DRA Global Limited
Board of Directors on 8 June 2020