

## DIVERSITY POLICY

Brickworks Limited is committed to an inclusive culture where all employees are treated with dignity and respect, valued for their contributions and diverse backgrounds, experiences and perspectives.

We believe that by valuing diversity in our business, we will:

- Deliver better customer service, improved business performance and stronger corporate reputation;
- Gain competitive advantage by understanding and reflecting the customers and local communities that we serve; and
- Engage our employees by providing an open, fair and diverse work environment.

We understand that each individual is unique and different. These differences can include gender, ethnicity, age, sexual orientation, physical abilities, family status, and religious beliefs.

Brickworks commitment to recognising the importance of diversity is supported by the Equal Employment Opportunity Policy which aims to eliminate all forms of unlawful discrimination, harassment, bullying and victimisation in the workplace.

The Board in conjunction with management is responsible for establishing measureable objectives for achieving gender diversity, and any other aspects of diversity nominated by the Board.

The Board will undertake an annual assessment of the diversity objectives, as well as the progress in achieving the objectives. Further information can be found in the Brickworks Corporate Governance Statement.

