

DIVERSITY & INCLUSION POLICY



At Bhagwan Marine, we are committed to cultivating a diverse and inclusive work environment. We want our people to reflect the diversity of our customers and the cultures in which we operate, helping us stay connected. We also recognise that building a diverse workforce is crucial for enhancing our capabilities and achieving high performance.

Diversity is what makes us unique and encompasses, but is not limited to, aspects such as gender, age, ethnicity, cultural background, physical disability, sexual orientation, religion, trade union membership, and socio-economic status. Diversity in our workforce can also drive innovation, improve decision-making, and support our long-term success.

Our approach to diversity and inclusion is to create an inclusive environment where every individual can contribute to our shared vision and values. This means providing a workplace free from discrimination and bias, ensuring equal opportunities for everyone, and valuing and respecting the unique attributes, skills, and experiences of each person.

We all share the responsibility to embed our diversity and inclusion objectives:

- Foster an inclusive culture where all individuals feel valued, respected, and empowered to contribute.
- Provide a workplace free from discrimination, harassment, and bias, while promoting fair recruitment, promotion, and development opportunities based on merit, performance and capability.
- Create an inclusive, productive, and safe environment by taking action to prevent and address discrimination, harassment, bullying, vilification, or victimisation.
- Celebrate and leverage diverse perspectives that reflect our multicultural society.
- Value and respect the skills, experiences, and perspectives that each employee brings to our workplace.
- Support our employees in achieving a healthy balance between work and life, including supporting parental leave and their return to work, leave in cases of domestic violence, and carers' leave.

The Company may, from time to time, set strategic objectives to measure the performance of diversity and inclusion, which the Board will review.

Management is responsible for implementing our diversity and inclusion policy and providing visible leadership in support of this policy. Employees are expected to apply our policy objectives.

This Policy applies to all employees, directors, contractors, and third parties representing Bhagwan Marine. For further information, please contact your manager or refer to Bhagwan Marine's Integrated Management System.

Loui Kannikoski
Managing Director