



# POLICY DIVERSITY & INCLUSION

NOVEMBER 2016

A diverse workforce and an inclusive culture support high performance and Orica's social licence to operate in the many communities which host the Company's operations.

Orica benefits from bringing together people of different genders, ethnic and cultural backgrounds and ages and giving them the opportunity to apply their diverse skills, experiences and perspectives to create value for customers.

As a truly global company, we seek to attract and retain talent at all levels from the countries in which it operates and to provide workplaces in which employees from all backgrounds are treated with respect, feel included and are supported to succeed. We seek to build and maintain a Company culture in which difference is respected and valued, and in which the interests of diverse stakeholders are taken into account in decision-making.

This Policy covers all employees, at every level and in every part of our business – including employees in joint ventures where Orica has a majority share.

## DIVERSITY AND INCLUSION PRINCIPLES

**Orica is committed to equal opportunity employment and to supporting diversity and inclusion in its workforce.**

- We require that all employees are treated fairly and with respect and dignity as detailed in our Code of Conduct and Charter.
- We do not tolerate any discrimination or harassment in the workplace on the grounds of gender or gender identity, race, colour, nationality or cultural origin, age, political beliefs or activity protected by applicable laws, religion, sexual orientation, impairment or disability, marital or parental status or pregnancy or employment status (e.g. fixed term, part-time or temporary work).
- The basis for appointment, advancement, performance appraisal and remuneration within Orica is competence, performance and behaviour in line with Orica's values. Orica may in addition look to favour local employment where appropriate.
- We ensure that wherever the Company operates, Orica employees recognise and respect the heritage, culture, lifestyle and preferences of the local communities which host the Company's operations.
- Orica Standards and Procedures support the workforce participation of employees with carers' responsibilities by making reasonable provision for their needs in line with local employment legislation and market practice.

- We establish measurable objectives for achieving diversity and inclusion and assessing those objectives annually and the progress in achieving them and complying with all anti-discrimination and equal opportunity legislation.

## ADDRESSING CONCERNS

If any employee believes that someone is violating Orica's Diversity & Inclusion Policy or the law, they are asked to report it immediately to their manager, Human Resources, Company legal counsel or the independent Speak Up line. We are committed to ensuring that any complaints are dealt with fairly, thoroughly, confidentially and in a timely manner.

**Approved by  
Orica Limited Board  
November 2016**

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