

# **DIVERSITY & INCLUSION**

Orica is committed to building a diverse and inclusive culture where our people feel engaged, respected, and connected. Our vision is that our people are energised by the work they do, empowered to achieve their full potential, and inspired to have a positive impact on others.

As a truly global company, we seek to attract and retain talent at all levels from the geographies in which we operate and provide working environments in which employees from all backgrounds are treated with respect, feel included and are supported to succeed and achieve their full potential.

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 considered in decision-making.

This policy outlines the key principles which apply to Orica, our people, and aspects of the employment relationship.

## **APPLICATION**

This policy covers all employees, prospective candidates and contractors engaged directly by Orica, at every level and in every part of our business, including employees in joint ventures where Orica is the controlling entity. It also applies to interactions that our people have with customers and the communities in which we operate, including our dealings with any other person or company on behalf of Orica.

## **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, with dignity and respect as detailed in our Code of Business Conduct and Charter.
- We do not tolerate any conduct that involves discrimination, harassment, bullying, vilification or victimisation in the workplace.
- 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 in which Orica operates.
- We are committed to ensuring our processes are transparent and fair, and that inclusive practices are promoted. This includes equitable recruitment and selection processes by mitigating unconscious bias.
- Orica recognises flexibility and the balancing of work commitments and personal commitments, acknowledging different careers and life stages.

- 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.

### OBJECTIVES

Orica has objectives to achieve a diverse and inclusive work environment and comply with international, national and local regulatory requirements in reporting our performance and progress.

Orica's Diversity and Inclusion measurable objectives and targets are disclosed in our Sustainability Report.

This policy will be reviewed periodically and updated as required.

**Approved by  
Orica Limited Board  
August 2020**

**Orica is a leading manufacturer and supplier of explosives. This Policy applies to all Orica Directors, employees and contractors.**

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