



ALRITE STEEL'S DIVERSITY AND INCLUSION POLICY

1. Introduction

Alrite Steel recognises the important contributions that people with different skills, experiences, perspectives, and backgrounds bring to the workplace. We know the value that these differences bring to effective decision-making, business outcomes and overall performance. We also recognise that an inclusion workplace enables us to attract, retain and develop a team that is better equipped to address the challenges facing our organisation and our industry. We also understand that building a diverse and inclusive workplace culture will enable Alrite Steel to deliver enhanced relationships with members, stakeholders and society more broadly.

2. Scope

This policy applies to all Alrite Steel employees, interns and Persons Conducting Business on Behalf of Alrite Steel.

3. Purpose

The purpose of this policy is to confirm Alrite Steel's commitment to diversity and inclusion. This policy outlines the principles and processes associated with ensuring diversity and inclusion within our workplace and provides a framework to support a diverse workforce and inclusive workplace for all employees of Alrite Steel.

4. Principles of diversity and inclusion

Alrite Steel's principles for workforce diversity and inclusion:

- Differences are respected. These differences can include gender, gender identity, pregnancy, sexual orientation, physical disability, age, family status, perspective, thinking styles, appearance, religious or ideological beliefs, political affiliation, marital status, union membership and lifestyle.
- All employees are given the opportunity to contribute and develop.
- Recruitment processes should appeal to, and ideally encourage, a diverse range of candidates.
- A focus on diversity does not negate merit based appointment and promotion.



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- Staff with a similar level of experience and working to the same standard and of equal value to Alrite Steel are compensated equally.

- Work practices (e.g. tasks requiring manual operation or meeting times) must be reviewed if they are reducing inclusion.

- Flexible work practises support staff to manage work and life commitments.

- Our communications to members must also recognise the importance of diversity and inclusion.

5.Accountability

All Alrite Steel staff are responsible for creating a diverse and inclusive workplace. The Alrite Steel leadership team is accountable for role modelling and implementing measures to deliver on our diversity and inclusion principles.

6.Initiatives

Alrite Steel will:

- Annually review implementation of this Policy.
- Maintain a proactive approach to diversity and inclusion.
- Remain an engaged member of the Diversity Agenda.
- Disclose diversity and inclusion achievements in our Annual Report.
- Offer flexible work practices, where appropriate.
- Disseminate contemporary practice, trends and research to members and staff.
- Communicate clear expectations of leaders and employees regarding the actions, conduct and behaviors that support diversity and inclusion.
- Allow staff returning from parental leave to bring their child to work until the child is of an age where they are walking, crawling or otherwise mobile and so long as there are no significant disruptions to other staff or the staff members' ability to perform their normal duties.
- Allow staff sick leave provisions to incorporate wellbeing leave where the employee believes the leave will be beneficial to their personal wellbeing or mental health and is able to produce a medical certificate confirming this is requested by their manager.