



HAESL

Diversity & Inclusion Policy

Diversity and Inclusion are an integral part of the HAESL's culture. We aim to provide a workplace culture that generates equal opportunities for all of our employees and recognize that our business benefits from the diversity of our customers, our business and our employees. We want a connected workforce to implement our core values as teamwork, respect, integrity, commitment and excellence and we aim to perform as an organization as "Best in the World, Best for the World".

We believe that people should be recruited and promoted based on merit and that we should work to eliminate bias in all its forms. We aim to develop the skills of all employees because it benefits the individual and because it makes good business sense.

We are committed to creating an inclusive and supportive working environment for all our employees regardless of their age, gender, gender orientation, sexual orientation, relationship, family status, disability, race, ethnicity, nationality, religious and/or political beliefs. We do not tolerate discrimination, bullying, harassment or victimisation on any grounds. We believe in creating an environment where people feel comfortable at work and able to realise their full potential.

We seek to incorporate the principles of Diversity & Inclusion in employment related policies and recognize a diverse and inclusive workforce is beneficial to the company's development. We build employee networks to make sure employees feel included, and can help HAESL to address challenges and opportunities.

We expect people to be treated with dignity and respect in the company. We are holding all employees accountable for creating an inclusive environment.

HAESL will review this policy periodically to reflect new legal and regulatory developments and ensure good practice.

Human Resources Department
29 February 2019