

Diversity & Inclusion Policy

Adopted by the Board on 12 August 2022

1. Objective

At GWA we embrace and celebrate the value and contribution each of our team members bring to our workplace. We recognise that fostering a diverse culture where all team members feel safe and confident to contribute their insights and perspectives, leads to creative, innovative, and effective solutions. We recognise that a diverse and inclusive culture delivers a strong competitive advantage and benefits all employees, customers, shareholders, and community.

Our aim is to ensure that our business policies, programs, and practices promote diversity and inclusion and create an environment where individual differences are celebrated, and everyone feels that they belong.

This policy is aligned with our 3 Cultural Pillars – *We Are One Team, We Care for Each Other and We are Customer Focused.*

2. Scope

This policy applies to all GWA Directors and team members (directly employed or through agency/labour hire), contractors, and consultants (referred to from herein as team members) across all entities across all jurisdictions we operate in.

3. Policy

At GWA we value the diversity of each of our team members, and we uphold the right of every person to be treated with respect and fairness whilst performing their work. To this end, we strive to provide a workplace which is fair, flexible, and equitable; and is free of discrimination, harassment, bullying and other unlawful behaviour.

We demonstrate alignment to our diversity and inclusion principles through our actions which include:

- Behaving in a manner consistent with diversity and inclusion principles when developing and deploying initiatives and programs that impact team members, suppliers, customers, and community;
- Fostering a culture of inclusivity and belonging which is free of discrimination and harassment through initiatives, programs, and practices (examples include onboarding, training, coaching, and performance management);
- Applying fairness and merit-based decision making to key talent management practices, including recruitment, promotion, career development, succession planning, reward and recognition;
- Implementing programs and policies to support diversity in the workplace (such as providing access to paid parental leave, flexible working arrangements, learning and development opportunities), and reviewing these on an ongoing basis to ensure that they are relevant, meaningful, available to, and utilised by, all team members;
- Empowering team members with the confidence to grow, develop and have their say in an inclusive and safe way;
- Understanding team members sentiments through engagement surveys and other relevant data points (such as reasons for resignations) to inform and address improvement opportunities;
- Implementing fair remuneration and pay equity practices during remuneration reviews and actively addressing any identified pay parity anomalies;

- Adhering to relevant laws in this area which apply in all jurisdictions in which GWA operates across Australia and overseas.

4. Responsibilities

The following responsibilities apply to each person(s) / group to support compliance and commitment to objectives.

People & Culture Committee

- Overseeing this Policy in accordance with the 4th edition of the ASX Corporate Governance Principles and Recommendations (2019).

GWA Board

- Approving the Policy and subsequent amendments.
- Monitoring the effectiveness of initiatives related to improving diversity and inclusion.
- Setting measurable objectives to achieve and maintain set gender participation rates in the composition of the Board, among Senior Executives, and within the workforce generally and reporting on progress against these objectives in the GWA Corporate Governance Statement.

The Managing Director

- Administering the Policy including reporting to the Board and People & Culture sub-committee in relation to it.
- Allocating responsibility and accountability for developing and implementing diversity and inclusion initiatives within the business and reviewing the effectiveness of the strategies to achieve the objectives.

Managers

- creating and maintaining an inclusive workplace by communicating the policy to teams and role modelling inclusive behaviors aligned with the Policy;
- Applying merit-based decision making and minimising bias; and
- Ensuring teams adhere to the principles set out in this Policy and addressing non-compliance.

Team members

- Contributing to, and maintaining, an inclusive workplace; and
- Respecting the diversity of others and demonstrating inclusion through the adherence to our Policy.
- Raising observations and calling out behaviours inconsistent with these principles and practices

5. Definitions

Diversity refers to the differences and uniqueness of all people. It can refer to demographic characteristics, such as age, ethnicity, gender, sexuality, religion, socioeconomic status, academic ability, or social origin. Diversity can also include personal characteristics such as disability, medical condition, carer's responsibilities, pregnancy, or potential to be pregnant and any other characteristic of an individual.

Inclusion refers to the provision of equal and equitable access to opportunities and resources to everyone, irrespective of their diversity and diverse characteristics free from discrimination.

Belonging refers to a sense of fitting in or feeling like you are accepted, valued and important to the group.

6. References

The Diversity and Inclusion Policy is supported by various other policies, including:

- Code of Conduct
- EEO, Discrimination, Harassment and Bullying Policy