



DIVERSITY & INCLUSION POLICY

Wasco recognises that a truly diverse and inclusive culture is crucial to helping our business grow, attract, develop and retain talent.

Diversity and inclusion is a business and commercial imperative and a diverse workforce strengthens our culture and our ability to deliver our business objectives. We expect and need our workforce to perform to their best and we strive to create a culture that embraces different perspectives to drive the business forward.

This policy sets out our approach to diversity and inclusion and applies to all employees, directors, and officers, as well as contractors under Wasco's direct supervision, suppliers and all other outsourced engagement.

Diversity

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognising and welcoming individual differences. These can include the dimensions of race, colour, religion, sex, sexual orientation, gender identity or expression, family status, pregnancy, age, national origin or ancestry, disability status, union affiliation, political belief or other characteristics protected by law.

Inclusion

The aim for inclusion is to embrace all people irrespective of race, gender, disability, medical or other needs. It is about giving equal access and opportunities and removing discrimination and intolerance.

Wasco's Commitment

- Wasco is committed to building a working environment that allows the opportunity for full and active participation of everyone in our workforce.
- We are dedicated to creating a diverse and inclusive workplace culture that is built on the foundations of openness and constructive challenge, where each individual feels respected, valued, and supported.
- We fully embrace and encourage diversity within the company to maximise business production and performance by embracing experience and thought within the team.
- At all times, Wasco demands our employees to create and communicate processes that allow decision-makers to make transparent, fair, objective, and free from prejudice decisions.
- Wasco reviews all documentation including policies, benefits, and processes, to ensure that we are maintaining our objective, are fair and free from bias. This allows us to continue an inclusive and representative workplace culture.
- Wasco monitors the broad demographic of our employees and works actively to allow everyone's voice to be heard and their contribution to be encouraged to ensure that the company is maintaining its standard of care.
- We at Wasco commit to treating our workforce fairly, with respect and without any form of unlawful discrimination. We will always stand to protect all our employees from any unethical or unlawful discrimination.

At Wasco, we are all individually responsible for ensuring that we meet our workplace commitments. We expect our employees and contractors to speak freely and openly when raising concerns regarding possible breaches of Wasco's Code of Conduct and this policy with their supervisor, manager or any other reporting channels. Wasco takes concerns and breaches seriously and handles them promptly.

Wasco has a zero tolerance for retaliation towards anyone who reports conduct that they believe is unethical, illegal or not in line with Wasco's Code of Conduct and policies. Even if the concern isn't substantiated, as long as they have not knowingly made a false report.

Wasco takes breaches of our Code of Conduct and policies seriously. Consequences for breaching this policy depend of the severity of the breach but may range from a warning to termination of employment as per the Wasco Disciplinary Process.


Mel Whyte
President
Wasco Australia
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