



Diversity and Inclusion Policy

Policy No. BAPCORP037
Effective date: 31 March 2014
Last review date: 1 June 2021
Recommended by: CEO & MD
Authorised by: Bapcor Board

Diversity and Inclusion Policy

1. Introduction

- a) Bapcor Limited (Bapcor) acknowledges the positive outcomes and benefits that can be achieved through a diverse and inclusive workplace, including the ability to attract, develop, retain and motivate directors, officers and team members from the widest possible pool of available talent.
- b) Bapcor recognises and utilises the contribution of diverse skills and talent from its directors, officers and team members. Bapcor also recognises that to foster an effective diverse and inclusive workplace, discrimination, bullying, harassment, vilification and victimisation cannot and will not be tolerated.
- c) For the purpose of this policy, diversity extends beyond gender and includes, but is not limited to, age, ethnicity, marital or family status, religious or cultural background, sexual orientation or preference, disability or impairment, physical features, political or other beliefs or activities, or any other unlawful ground.
- d) This policy applies to all officers, team members and all people who work at Bapcor, including contractors and consultants.
- e) This policy will be reviewed at least annually by the board of Bapcor (Board) to ensure its effectiveness.

2. Commitment of Bapcor

Bapcor will endeavour to ensure:

- a) that Bapcor's culture at all levels is aligned to Our Values and supports diversity and inclusion in the workplace, whilst maintaining a commitment to a high performance culture;
- b) that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain types of candidates;
- c) that the approach to training and development, talent management, succession planning, and providing career development opportunities enables team members to build their skills and capabilities and progress their careers without bias;
- d) that consideration is given to programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced team members;
- e) that processes to recognise and reward excellence and to manage performance are equitable;
- f) support for an individual's personal responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);
- g) the policy for selection and appointment of new directors is transparent; and
- h) the Board establishes objectives on an annual basis to identify ways in which the achievement of gender diversity at Bapcor is measured, and in relation to other aspects of this policy.

3. Responsibilities

- a) The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.
- b) The Board has responsibility to:
 - (i) annually set and review objectives in relation to gender diversity (Objectives) and, where appropriate, other aspects of diversity including women in leadership, age diversity and cultural diversity;
 - (ii) assess annually Bapcor's progress in achieving the Objectives; and
 - (A) the Objectives and Bapcor's progress in achieving the Objectives in Bapcor's annual report; and
 - (B) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes) or the entity's Gender Equality Indicators, as defined in the Workplace Gender Equality Act 2012 (Cth).

6 References

Our Values
Bapcor Code of Conduct
Respect in the Workplace Policy

7. Version Control

Version	Amendment/s	Date created	Author
1.0	Establish policy	31 March 2014	
2.0	Review Policy and update	May 2021	EGM HR
3.0	Review and approve updated policy	1 June 2021	Board