

DIVERSITY & INCLUSION POLICY

BIC Services has a workforce made up of people with diverse values, backgrounds, skills, experiences and needs.

BIC values Diversity & Inclusion and recognises the benefits that it brings to our company, customers and other key stakeholders.

Our Diversity and Inclusion Policy and the supporting processes are aimed at creating a culture where our employees understand that each individual is unique and that managing Diversity makes us more flexible, productive, creative and competitive.

Our commitment to Diversity & Inclusion extends to all areas of our business. This includes: recruitment, training and development, remuneration and reward, retention of employees, forms of leave and flexible working arrangements, succession planning and company policies and procedures.

Leadership Commitment – The Executive Committee determines and takes the leading role in promoting BIC’s diversity objectives, reviewing progress against those objectives and reporting on progress at our monthly leadership meetings.

Workforce Profile – BIC analyses its workforce profile to determine key representation metrics. Targets are agreed annually by the Executive Committee and endorsed by the Board of Directors. Progress towards these objectives will be achieved through policies and programs that promote an inclusive culture at every stage of the employee life cycle.

Talent Management – BIC is committed to embedding Diversity & Inclusion initiatives into our broader talent management processes including training and development and succession planning. By doing this we will support the development of all talent and ensure that all employees have equal access to the appropriate development opportunities to progress to senior positions within the organisation.

Engagement and Retention – BIC fosters an environment that seeks to attract, develop and retain its workforce through leveraging its workforce composition and embracing differences as opportunities to learn, innovate and grow through addressing and understanding unconscious biases.

Diversity Awareness - BIC is committed to investing in diversity - related programs. This includes specific training for managers as well as broader training and education for the general workforce.