

DIVERSITY AND INCLUSION POLICY

BIC Policy 003 - Issue Date: 16.10.2023

B.I.C. Services Pty. Limited (BIC) has a workforce comprised of people with diverse values, cultures, backgrounds, skills, experiences and needs.

BIC values diversity and inclusion and recognises the benefits that it brings to our company, community, 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 and Inclusion extends to all areas of our business. This includes: recruitment and procurement, training and development, remuneration and reward, retention of employees, succession planning and related company policies and procedures.

Local Jobs Objectives

- Comply with all its obligations under the Secure Local Jobs Code and adhere to relevant laws, including industrial relations, employment and workplace safety;
- Promote employment and business growth by expanding market opportunities for local and indigenous industry;
- Provide contractors with increased access to, and raised awareness of, local industry capability;
- Expose local industry to world's best practice in workplace innovation, e-commerce and use of new technologies and materials;
- Provide open, clear and accountable tendering mechanisms and processes, including value for money considerations in purchasing and supply decisions over the life of a good or service; and
- Develop local industry's competitiveness and flexibility in responding to changing global markets by giving local industry a fair opportunity to compete against foreign suppliers.

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.

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Talent Management

BIC is committed to embedding diversity and 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.



Tony Gorgovski
Chief Executive Officer