



DIVERSITY POLICY STATEMENT

This policy sets out the Company's objectives for achieving diversity amongst its board, management and employees.

The BGFC workforce is made up of many different individuals with unique skills, values, backgrounds and experiences. BGFC values diversity and recognises the organisational strength, problem solving ability and innovative approach that it brings. In order to attract and retain a diverse workforce and customer base BGFC is committed to providing an environment in which all employees are treated with fairness, respect and have equal access to opportunities available at work.

BGFC does not practice diversity for legal purposes but for good business sense. Diversity contributes to the achievement of BGFC's corporate objectives and enables BGFC to attract people with the best skills and attributes to develop a workforce whose diversity reflects that of an international company having operations in Australia and South-East Asia.

WHAT IS DIVERSITY AT BGFC?

Diversity at BGFC refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. Diversity at BGFC is about the commitment to equality and treating all individuals with respect.

GENDER DIVERSITY

BGFC has a strong commitment to gender diversity. When considering new Director appointments for the Board and its Committees, BGFC aims for a balance of skills and background.

Gender diversity will continue to be a key strategic focus for BGFC in the coming years with the introduction of gender diversity objectives, following the recommendations of the Corporate Governance Council in 2010, adopted from 1 January 2011. The Remuneration and Nomination Committee is responsible for assessing on an annual basis, the achievement against diversity objectives.

This increased focus on diversity at all levels of the business will reinforce the importance of equality in the workplace, which is facilitated by BGFC's culture of decisions based on merit for internal promotion, leadership development and flexible work practices.

FLEXIBLE WORK AND LIFE BALANCE

BGFC's flexible work initiatives assist employees with carer responsibilities as well as employees looking to transition towards retirement. The internal promotions culture is merit based allowing employees to be considered for promotion and secondment opportunities based on experience and what they can bring to the role.