




Diversity And Equal Opportunity Policy

Babylon Pump & Power Limited

(ACN 009 436 908)

Adopted by the Board on 27 July 2023

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Babylon Pump and Power Limited – Diversity & Equal Opportunity Policy

Policy Statement:

We understand and accept that everyone is different, and unique attributes are encouraged and celebrated.

1 Objectives

To actively create and manage a culture of inclusion, where we collaborate, everyone is treated with respect, and everyone experiences a genuine sense of belonging.

Provide an environment where team members can bring their whole and authentic selves to work to do their best.

Respect and value the differences that exist within our workforce and make reasonable adjustments where required.

Diversity covers all aspects of visible and invisible difference, such as gender, ethnicity, marital or family status, religion, culture, language, sexual orientation, gender identity, intersex status disability and age, as well as differences in background and life experience.

Inclusion refers to ensuring our people enjoy equal opportunity without any barriers because of their differences.

2 Our Commitment

As a merit-based employer, to provide equal employment opportunities and treat people with respect.

Encourage our people to value and respect the differences in others and speak up about behaviour that isn't consistent with this policy.

Our leaders will encourage behaviour consistent with our values and ways of working and contribute to continuous improvement in our culture, as well as actively balancing the needs of team members and the business when applying this policy.

Babylon promotes the rights of people to be free from harassment and unlawful discrimination as part of their employment. We will also take into account specific backgrounds when communicating with staff and stakeholders.

Exclusion, harassment and discrimination is not permitted under any circumstances and should be reported.

Complaints of harassment and discrimination will be addressed in a prompt, confidential and formal manner in accordance with Human Resources Handbook.

This policy is to complement existing employment related policies and documentation. This policy does not form part of a contract of employment, nor does it give rise to contractual obligations.



3 Monitoring and Review

The Board is ultimately accountable for this policy.

This policy shall be reviewed every two years or as needed.

The Policy shall be monitored and reviewed every two years to improve performance and awareness.

Executive Management are responsible for the implementation of this policy and monitoring of compliance through regular review to ensure its effectiveness and suitability.

4 Our Values

Safety
Integrity
Responsibility
Accountability
Sustainability