

Diversity Policy

1. Policy Introduction

This policy outlines Beach's commitment to a workplace culture that promotes the engagement of well qualified, diverse and motivated people across all levels of Beach, to best assist Beach to achieve its objectives.

2. Scope

This policy applies to all Beach directors, officers, employees, consultants and contractors, where Beach conducts its business.

3. Policy Statement

Beach recognises that a diverse workforce is a contributor to Beach achieving its stated objectives. Beach has a commitment to recruit fairly and equitably regardless of age, gender, race, religion, cultural background, marital or family status, sexual orientation, disability or national origin. Beach gives effect to this commitment by:

- Recruiting, rewarding, developing and promoting on the basis of skills, qualifications, abilities and achievements;
- Encouraging participation of its people in professional development to benefit Beach and the individual;
- Encouraging personal development for the benefit of Beach and the individual;
- Aiming to be an employer of choice and to provide a family friendly work environment;
- Promoting diversity through awareness and training;
- The Board setting measurable objectives for achieving gender diversity; and
- Assessing annually both the measurable objectives and progress in achieving them.

4. Implementation of Policy

The Chief Executive Officer is responsible for implementing this policy. Managers are expected to ensure that this policy is integrated into all activities. The Board will regularly review this policy and its effectiveness.