



Diversity and Inclusion Policy

Bougainville Copper Limited **[BCL]** commitment to diversity and inclusion

BCL strives to create an inclusive culture in which difference is recognised and valued. By bringing together men and women from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, to deliver the best solutions to challenges and the delivery of sustainable value for BCL and stakeholders.

What diversity and inclusion means for BCL

- Embracing workforce diversity – age, gender, race, religion, language, political beliefs, sexual orientation, and physical ability.
- Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of its employees and other stakeholders.
- Building a flexible organisation – providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages.
- Respecting stakeholder diversity – developing strong and sustainable relationships with diverse shareholders, communities, employees, governments, customers and suppliers.

Why diversity and inclusion are important

BCL believes that being a diverse and inclusive organisation improves business outcomes:

- Make good decisions about how to organise and optimise resources and work by eliminating structural and cultural barriers to working together effectively.
- Protect and enhance BCL's licence to operate by recognising, respecting and taking into account in decisions, the needs and interests of diverse stakeholders.
- Deliver strong performance and growth by being able to attract, engage and retain diverse talent.
- Innovate by drawing on the diverse perspectives, skills and experience of employees and other stakeholders.
- Adapt and respond effectively to changing societal expectations.

How we support diversity and inclusion at BCL

- Diversity and inclusion are sponsored at the highest levels at BCL by the Board and the Management team.
- The Board has established this policy and together with the management team guides the development of diversity and inclusion strategy and reviews progress against measurable objectives.

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- Managers are expected to build diversity into their teams and to demonstrate, through their behaviours and actions, commitment to fostering workplaces where people feel included, valued and able to contribute their best. In accordance with our values, all employees are expected to demonstrate respect for their colleagues and teamwork.

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