

Diversity, Equity, Inclusion & Belonging (DEIB) Policy

1 HAVING A DEIB POLICY IS IMPORTANT

1.1 Reason

A diverse workplace is important as it acknowledges the individual strengths of each GOgetter and the potential they bring. Valuing the differences of others is what ultimately brings us all together and can be the secret to a successful, thriving workplace and a fair work culture.

1.2 Application

This policy sets out Bingo's commitment on behalf of BINGO and its subsidiary and associated companies to diversity, equity, inclusion and belonging (DEIB). This policy should be read in conjunction with our [Belong@Bingo DEIB Framework](#). This policy outlines the key principles which apply to BINGO, GOgetters and aspects of the employment relationship.

This Policy applies to work and work-related activities (including training and officially sanctioned work-related functions) both at and away from BINGO premises.

It also applies to interactions that GOgetters have with customers and the communities in which we operate, including our dealings with any other person or company on behalf of BINGO.

2 WHAT DEIB MEANS AT BINGO

2.1 Diversity

Diversity is the mix of all of us. It includes demographic differences, backgrounds, multiple identities and unique experiences, perspectives, knowledge, abilities, ideas and more. It refers to all people and differences among us. Diversity includes aspects such as gender, gender identity, race, ethnicity, cultural background, nationality, sexual orientation, socio-economic status, age, physical and mental abilities, religion, education, marital status, language, personality types, life experiences, physical appearance, working preferences and different ways of thinking.

2.2 Equity

Equity applies a structure of fairness to the diversity mix. Equity ensures that all people have equal access to opportunities and fair treatment and eliminates discriminatory practices, systems, laws, policies, social norms, and cultural traditions. In contrast to equality, which applies the same resources and support structures to all, equity requires resources and support structures to be tailored to the individual, providing everyone in the diversity mix an equality of opportunity and outcome. Equity also encompasses a balancing of power and correcting where inequality exists.

2.3 Inclusion

Inclusion is the act of welcoming and applying the mix created through diversity. Inclusion is focused on fostering the structural systems, processes, culture, behaviour, and mindset that embrace and respect all people and all our diversity. Inclusion exists when all people are valued and able to participate and contribute to their fullest.

2.4 Belonging

Belonging happens when diversity, inclusion and equity are well established in BINGO. A feeling of belonging grows naturally when GOgetters feel secure and accepted.

3 OUR DEIB POLICY PRINCIPLES

3.1 We foster Inclusion where individual differences are valued, respected and appreciated.

Clear guidance must be provided so that all GOgetters know that they must act with integrity and treat others with respect and fairness. This will ensure that everyone feels valued, involved, belongs and able to contribute and perform at their best. GOgetters are expected to behave in accordance with BINGO's Code of Conduct and Values and must be held accountable for understanding and role modelling the expected behaviours. This includes recognising and responding to unacceptable behaviour and taking appropriate action.

3.2 We ensure that BINGO People & Culture policies, practices and processes are designed to be inclusive provide fair and equitable outcomes.

Our People and Culture practices and processes are to be free from bias and guided by the principles of equal opportunity to ensure decisions and initiatives affecting GOgetters are fair and equitable. This will help to foster an inclusive and Belonging culture and a highly engaged, flexible and diverse workforce.

Our People and Culture management practices and processes include:

- Recruitment and selection
- Talent and succession planning
- Performance and reward
- GOgetter benefits - a list of benefits is available in here
- Learning and development
- Flexible work practices
- People & Culture policies and procedures
- Human Resources Information System (HRIS).

3.3 We aim to build a diverse workforce, inclusive and belonging culture to benefit GOgetters, customers and reflect the communities in which we live and operate.

BINGO must promote fairness and equality in our employment practices and within the workplace to ensure BINGO remains adaptable, resilient and flexible. Creating a culture of Belonging will enable BINGO to:

- Remove barriers that prevent GOgetters from reaching their full potential as a result of their personal characteristics (see Diversity definition for further detail)
- Leverage the benefits of diversity of thought in our interactions and decision making
- Create opportunities to better understand our customers, foster innovation, and better manage risk.

4 REASONABLE ADJUSTMENTS FOR A DISABILITY/IMPAIRMENT

Reasonable adjustments are changes that allow people with a disability to work safely and productively. Reasonable adjustments will be made where required to enable the person to participate in the recruitment process or perform the genuine and reasonable requirements of the job. If you require such an adjustment, please contact your People and Culture representative or Bingo's SEQ team.

5 ROLES AND RESPONSIBILITIES

Creating an environment of Belonging is everyone's responsibility.

5.1 Leaders

Leaders lead by example by building support within BINGO for, and demonstrating commitment to, all GOgetters to create a diverse and inclusive workplace. Leaders champion inclusion as a core value 'One Team, One Family' and ensure accountability through integrating DEIB into business plans and measurement.

5.2 Supervisors

Supervisors use their sphere of influence to establish a respectful and equitable workplace environment and empower and support all GOgetters to do their best work. This is achieved by communicating expectations, addressing issues and promoting fairness.

5.3 People & Culture Team

People and Culture Team are partners, advisors and subject matter experts providing support and resources in building a diverse workforce and creating an inclusive workplace.

5.4 GOgetters

GOgetters demonstrate leadership and work together to create an inclusive workplace. GOgetters take individual responsibility to treat each other with respect and dignity and speak out to address non-respectful behaviour.

5.5 Belong@BINGO Steering Group

Belong@BINGO steering group is to actively support and engage with current and future DEIB efforts, embed inclusive practices, be accountable in their remits and willingly go on a personal journey of understanding inclusion, allyship, anti-racism and more. Initiatives are focused on being proactive (not reactive), well-thought out and built for scale and purpose, enabling Belong@BINGO to be embedded into BINGO's DNA.

This steering group acts as the conduit between the Board and the business on all DEIB matters including strategy, cadence and implementation.

5.6 Belong@BINGO GOgetter Forum

GOgetter forum is focused on working with GOgetters (in roles other than leadership) tapping into their experiences and insights. Each member will provide feedback and insights into the DEIB framework and roadmap including its key themes, deliverables, milestones, and goals. This forum is our “think tank” and the aim is to identify barriers we have on creating a culture of Belonging and how we might remove them.

6 POLICY BREACHES

All Policy breaches must be recorded in accordance with the Incident Management System and escalated to the People and Culture team. Non-compliance with this Policy may result in disciplinary action. To the extent that this Policy imposes obligations on BINGO, it does not form a contractual term, condition or representation.

7 PUBLICATION OF THIS POLICY

This policy will be made available to all GOgetters and will be available on the Company’s website.

7.1 GOgetter

GOgetter is an inclusive term for BINGO employees. This captures both employees at common law and persons who are captured by the extended definition of 'employee' which is: 'If a person works under a contract that is wholly or principally for the labour of the person, the person is an employee of the other party to the contract'. GOgetters include:

- Permanent full-time and part-time employees
- Employees on a fixed term or fixed task contract
- Casual employees
- Temporary employees

7.2 Workplace

Any place where work is carried out for BINGO and includes any place where a GOgetter goes, or is likely to be, while at work. This may include offices, factories, shops, construction sites, vehicles or other mobile structures on land or water, as well as working from home.

7.3 Subsidiary and Associated Companies

This policy applies to all BINGO subsidiary and associated companies.