



Build something great™

Diversity Policy

Boral Limited is committed to fostering an inclusive workplace which embraces diversity and recognises that a diverse workplace can:

- **produce better business outcomes** by leveraging the unique experiences of people with diverse backgrounds; and
- **improve employee engagement and retention** by fostering a culture that promotes personal achievement and is based on fair and equitable treatment of all employees, irrespective of their individual backgrounds.

Diversity at Boral acknowledges all types of difference, including gender, age, ethnic background, race, religion, disability, marital status, parental/carer status, pregnancy, sexual orientation, personal association, political activity or industrial activity.

It is the responsibility of all Boral employees to act in a manner that helps create and maintain a workplace environment that supports diversity and is free from discrimination and harassment.

The Board in conjunction with management is responsible for establishing policy and objectives aimed at improving diversity within Boral's workforce (in particular, gender diversity) and will, on an annual basis, assess the objectives and report on progress in achieving them.

Boral management is responsible for implementing initiatives throughout the businesses to achieve its diversity objectives, and more generally reinforce Boral's commitment to fostering an inclusive and supportive workplace in accordance with the principles outlined in this policy.

A handwritten signature in black ink, appearing to read "Mike Kane". The signature is fluid and cursive, written in a professional style.

Mike Kane
Chief Executive Officer and Managing Director