

Getting the Balance Right

BLOOMFIELD'S GENDER EQUALITY ACTION PLAN

YEM27-YEM29



THE
Bloomfield
GROUP

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WE CARE. WE DELIVER.

Contents

<i>Message from our Chief Executive Officer</i>	<i>2</i>
<i>Setting the scene</i>	<i>3</i>
> Legislative Requirements	3
> Gender Equality Indicators	3
> Understanding Bloomfield's Approach	4
<i>A snapshot of our Diversity & Inclusion (D&I) journey</i>	<i>5</i>
<i>Our ongoing commitment to Diversity & Inclusion</i>	<i>6</i>
<i>Our actions & goals on the Gender Equality Indicators (GEIs)</i>	<i>7</i>
> GEI 1 Workforce Composition	7
> GEI 2 Gender Composition of Governing Body	8
> GEI 3 Equal Remuneration between Women and Men	8
> GEI 4 Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities	9
> GEI 5 Consultation with employees on issues concerning gender equality in the workplace	10
> GEI 6 Sexual harassment, harassment on the grounds of sex or discrimination	11
<i>All GEIs</i>	<i>12</i>





Message from our Chief Executive Officer

At Bloomfield, we pride ourselves on living our values of **WE CARE. WE DELIVER.**

While our prime responsibility is to ensure the safe production of coal and engineering services, we know that we cannot do this without our people. Our fundamental expectation is that everyone is treated with respect and able to bring their authentic and whole selves to work.

At Bloomfield, we are genuinely committed to an inclusive culture that respects all people and we embrace the difference, unique perspectives, and approach each person brings to the table and how each person can add value to the organisation.

Bloomfield has introduced various initiatives, processes and documents to deliver gender equality, and we have taken this opportunity to combine all our efforts into a single Action Plan.

This plan directly reflects Bloomfield's values, so it is everyone's responsibility to bring it to life.

Our plan aims to make sure our workplace is safe, respectful, fair, and inclusive for everyone – for all. Gender equality is not about people becoming the same, rather it is about people regardless of gender or background having access to equal opportunities, recognition, and equitable pay in our organisation, and them knowing that the diversity they bring to the table is valued.

Bloomfield's commitment to gender equality against the six Gender Equality Indicators (GEIs) identified by the Workplace Gender Equality Agency, is detailed in this strategy document.

I am very pleased to endorse this Gender Equality Action Plan.

Brett Lewis
CEO



Setting the scene

Legislative requirements

The purpose of the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act introduced in 2023 (the Act) is to ensure that workplaces take positive action towards achieving workplace gender equality and promote gender equality in policies, programs, and services.

Under the Act and associated Legislative Instruments, Bloomfield is required to have a policy or strategy that covers each of the six Gender Equality Indicators from April 2024.

Gender Equality Indicators

The Workplace Gender Equality Agency (WGEA) key indicators are designed to assess and monitor gender equality in the workplace. WGEA collects data on six Gender Equality Indicators (GEIs) that represent the key areas where workplace gender inequality persists and where progress towards gender equality can be achieved through focused action.

The GEIs relate to areas that are critical to gender equality:

GEI 1	Gender composition of the workforce
GEI 2	Gender composition of governing bodies of relevant employers
GEI 3	Equal remuneration between women and men
GEI 4	Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family and caring responsibilities
GEI 5	Consultation with employees on issues concerning gender equality in the workplace
GEI 6	Sexual harassment, harassment on the ground of sex or discrimination

Understanding Bloomfield's approach

Bloomfield has for over a decade now, had various aspects of this plan in different forms throughout the business and has delivered on initiatives and improvements in diversity and inclusion. As you can see from Figure 1 over the page, there have been many activities that have formed Bloomfield's commitment to improving diversity and inclusion. Many of these great stories are included in the Appendices.

Bloomfield sees this Gender Equality Action Plan forming part of its general business planning process year on year going forward, where this document will be updated to represent the objectives proposed to address the GEIs identified by WGEA.

It therefore sits within the overall structure of 'business as usual'.

Our Purpose • Our Vision • Our Values

Annual Balanced Business Plan (BBP)

BBP Inputs

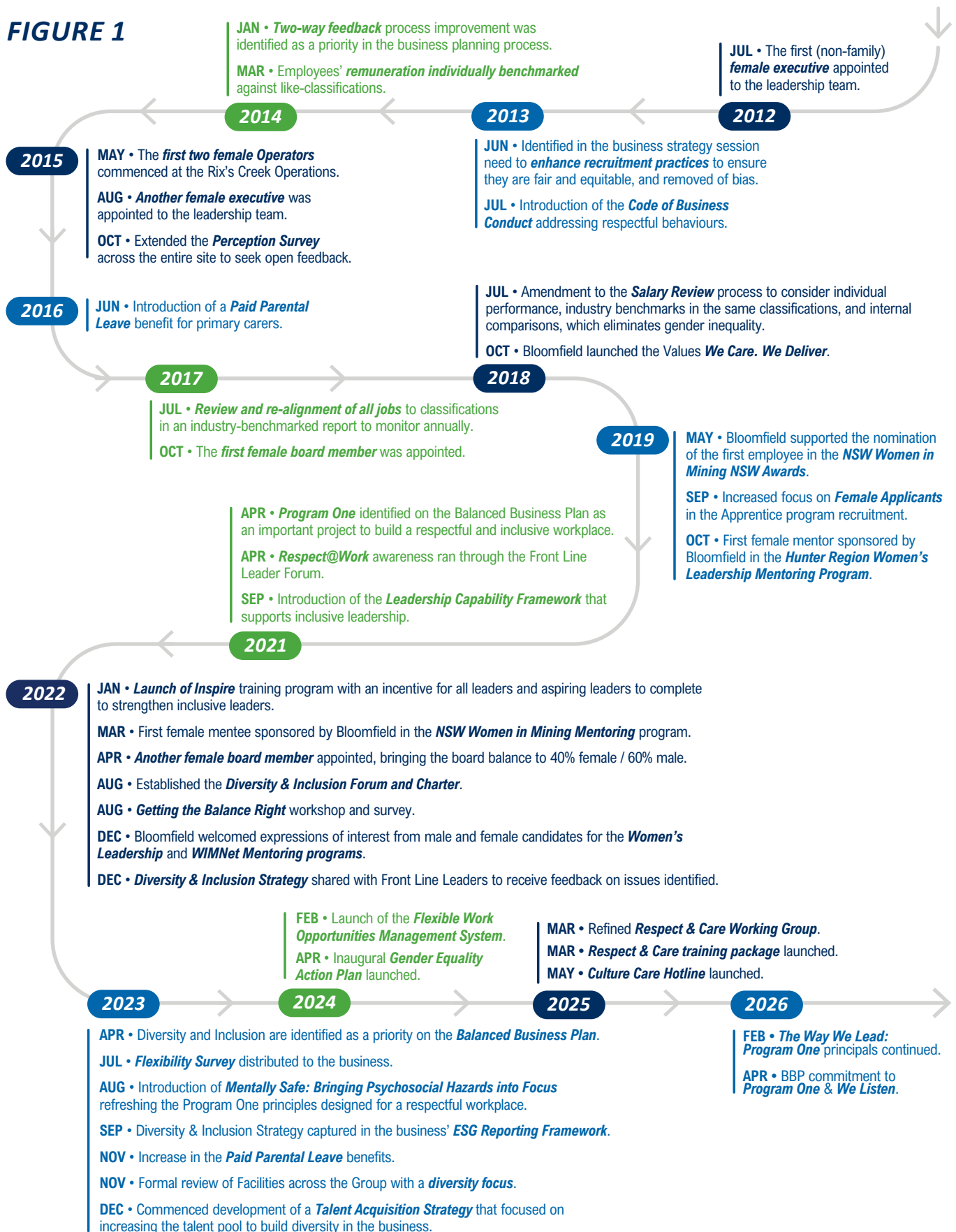
Board Ambitions • CEO Imperatives • Performance Data • ESG Framework • Diversity & Inclusion Strategy
Perception Survey Feedback • WGEA Summary & identified GEIs • Issues & Opportunities

Each year, Bloomfield will review and consider this Gender Equality Action Plan as part of the BBP inputs, and consider from the WGEA reporting outcomes, what further initiatives, programs or policies need to be in place to continue *getting the balance right*.



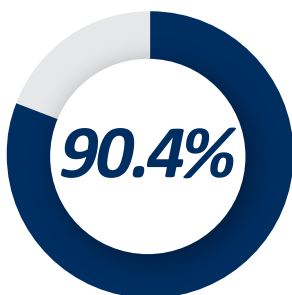
A snapshot of our Diversity & Inclusion journey

FIGURE 1

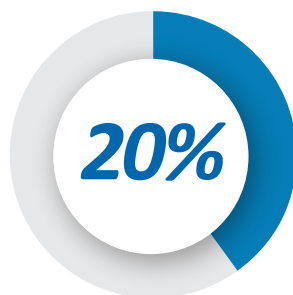


Our ongoing commitment to Diversity & Inclusion

Bloomfield acknowledges that there is always room to continue improving in diversity and inclusion. Below is a snapshot of our **commitment to continually improving**.



Part Time
Employees
are women



of the
Executive Team
are women



of the Board
for the Group entities
are women



>50%
of participants in
the **Trainee Program**
in the last 5 years
have been women



16.5%
of new starters
over the last 5 years
are female



57%
of Bloomfield
employees say
they feel **included**
and part of the team



63
Female employees
across the Bloomfield
Group making up
11.4% of the workforce



Women have
a **higher Employee**
Engagement Score at
71%



12%
of job applicants
in the last 12 months
were female

Our actions & goals on the GEIs

GEI 1 Workforce Composition

WGEA's research with Bankwest Curtin Economic Centre (BCEC) has shown that greater gender diversity in leadership delivers better company performance, productivity, and profitability. Further, increasing the representation of women in executive leadership roles is associated with declining organisational gender pay gaps.

Bloomfield has a longstanding commitment to fair and inclusive recruitment practices and will continue to foster initiatives that help to build a more diverse and respectful workplace.

OBJECTIVES	ACTIONS	GOALS / MEASURES
<i>1.1 Increase the attractiveness of Bloomfield to the female workforce</i>	1. Deliver on the Environmental, Social, and Governance (ESG) milestones (BBP). 2. Look at safe, fit-for-purpose, and inclusive facilities across the business (D&I Strategy). 3. Leaders champion diversity & inclusion (D&I Strategy).	1. 100% Project ESG milestones achieved. 2. Review and set a standard for facilities based on the needs of each operational site. 3. Distribute Inspire aligned to Leadership Capability Framework.
<i>1.2 Continue to invest in the development of women and men in our business</i>	1. Seek expressions of interest for participation in Women's Leadership Mentoring Programs (D&I Strategy).	1. Have female and male participants in each of the programs each year.
<i>1.3 Seek a larger talent pool, promoting our industry, irrespective of gender</i>	1. Build a Talent Acquisition Strategy that assists in increasing the percentage of female applicants (ESG). 2. Continue to promote women in non-traditional roles at Career Fairs, School events, and through social media (ESG).	1. Increase % of female applicants (Number of female job applications vs total number of job applications across TBG).
<i>1.4 Build engaged collaborative teams</i>	1. Continue to work towards reducing the spread in engagement score across teams in the business (BBP). 2. Continue promoting Program One principles across the business, and reinforcing these through Mentally Safe (ESG).	1. Reduce the engagement score spread between teams (from 42%) to less than 32%. 2. Improvement in internal surveys' responses.



GEI 2 Gender Composition of Governing Body

According to WGEA and BCEC's 2020 Gender Equity Insights Report, a more balanced gender composition of a governing body has been shown to have positive effects on workplace gender equality outcomes and improved company performance. Women holding 20% or more board seats are shown to be more effective in achieving this benefit.

Bloomfield's Chairperson has always championed the importance of diversity in teams and has actively maintained a diverse board with women now holding 50% of the seats at the board tables for the Group entities.

OBJECTIVES	ACTIONS	GOALS / MEASURES
2.1 Provide transparent gender equality reporting	1. Continue annual gender equality reporting to the Board (BAU).	1. The board formally endorses this Gender Equality Action Plan each year.



GEI 3 Equal Remuneration between Women and Men

Organisations that analyse the drivers of their gender pay gap, monitor their gaps, and take action to address them are more successful in reducing their gender pay gaps.

While the majority of Bloomfield employees are covered under an Enterprise Agreement (EA) that offers transparency in the remuneration being paid to anyone, regardless of gender, in a classification, for over a decade, Bloomfield has used industry benchmarks to compare remuneration for those without an EA, and has a salary review process that monitors for fair pay regardless of gender.

OBJECTIVES	ACTIONS	GOALS / MEASURES
3.1 Continue to participate and contribute to external benchmarking	1. Use the benchmarking data annually for salary reviews (BAU). 2. Support the WGEA reporting process and use it as a further opportunity to consider any identified gaps (BBP).	1. Any identified gaps from the salary review have a plan to close. 2. WGEA feedback is incorporated into the BBP inputs annually.
3.2 Analyse the drivers of perceived gender pay gaps	1. Analyse staff exit data to identify gender-related issues and take action to address them appropriately (BAU).	1. Actions identified are closed by the due date.



GEI 4

Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities

When employee benefits are accessible and utilised equitably by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention. Research has also shown that you can reduce your gender pay gap by fostering more gender-equal uptake of parental leave and flexible working arrangements.

Bloomfield acknowledges that workplace flexibility is a key enabler of gender equality, and a foundation in the attraction and retention of talent and has had senior leaders in the business work on key systems such as Leave Management, Parental Leave Management, and Flexible Work Opportunities to establish availability of conditions and practices to support all its employees fairly.

OBJECTIVES	ACTIONS	GOALS / MEASURES
4.1 All positively support the application of the Flexible Work Opportunities Management System	1. Continue the rollout and introduction of the Flexible Work Opportunities Management System (D&I Strategy). 2. Undertake annual review of all exit data and exit survey results to inform ongoing review and adjustment (BAU). 3. Continue to develop and share with leaders learnings from inside and outside the business regarding effective management of flexible work requests (D&I Strategy).	1. All flexibility requests are fairly and consistently assessed against the System. 2. Any actions identified from the exit survey review closed before the due date.
4.2 Promote and support the Parental Leave Management System	1. Understand the benefits available under the Parental Leave Management System and communicate that as appropriate within our teams. 2. Support parents through the proactive application of the Parental Leave Management System.	1. Parents are proactively supported through any transition between career and parenthood. 2. Any employee experiencing Family Domestic Violence is positively supported.

GEI 5 *Consultation with employees on issues concerning gender equality in the workplace*

Employee consultation can provide valuable insights into workplace gender equality experiences, priorities, and potential actions, as well as contribute to employee engagement. Employers making the fastest progress on workplace gender equality are more likely to involve their workforce in the formulation of gender equality policies and strategies.

Bloomfield acknowledges that a safe and respectful business is achieved by drawing on the knowledge and experience of workers and other stakeholders so that the business can make informed decisions. Creating awareness, and understanding of themes, perspectives, experiences, and ideas from our people is central to our consultation.

OBJECTIVES	ACTIONS	GOALS / MEASURES
5.1 Continue to seek feedback from our workforce through the annual Perception Survey	1. Run the Perception Survey to seek feedback (BBP).	1. Actions are put in place from the perception survey feedback.
5.2 Leadership continues to support the D&I Forum	1. Actively promote the D&I Forum and ensure there is a cross-section of departments represented (D&I Strategy).	1. Meetings are held as appropriate and feedback is considered and applied.
5.3 Revisit the Getting the Balance Right survey	1. Run a follow-up survey with questions regarding diversity, equality, and inclusion and seek feedback from all (D&I Strategy).	1. Actions are put in place from the survey feedback.





GEI 6

Sexual harassment, harassment on the grounds of sex or discrimination

Employers have a positive duty of care to prevent and address sexual harassment or sex discrimination under the Respect at Work Act 2022. Creating safe, respectful, and more equitable workplaces can also protect your organisation's productivity, culture, and reputation. Implementing formal policies or strategies and providing relevant education and training can protect employees

At Bloomfield, we pride ourselves on living our values of **WE CARE. WE DELIVER.** Our people are fundamental to our success and deserve to be provided with a safe and productive working environment where everyone can bring their authentic and whole selves to work. We take a stand against any form of workplace harassment or bullying, including that on a gender, racial, or sexual basis. At Bloomfield, we are committed to an inclusive culture that represents all people and we embrace differences, unique perspectives, and approaches each person brings to the table and how each person can add value to the organisation. It is to this end, that Bloomfield is committed to investing in ongoing initiatives and training that will fuel our leaders with the ability to inspire their team members to work together respectfully.

OBJECTIVES	ACTIONS	GOALS / MEASURES
6.1 Maintain a workplace free from discrimination, sexual harassment, and bullying	1. Continue to promote zero tolerance for bullying, harassment, and discrimination (ESG).	1. Respect & Care training for all workers.
6.2 Continue to build a respectful workplace	1. Run leadership training that reinforces the Program One principles (BBP).	1. Roll out to all front line leaders across the business the Way We Lead Leadership training program.

All GEIs

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