

INCLUSION AND DIVERSITY POLICY

Bright Group (including all subsidiary entities) recognises that diversity is a key driver of innovation, performance, and connection with the communities we serve. Bright Group is an equal opportunity employer and does not discriminate on grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation or physical ability.

We believe that the strength of our business lies in the quality and diversity of our people, and we are proud to cultivate a workplace that reflects our commitment to inclusion. Bright Group is dedicated to enhancing diversity across all levels of the business, with a particular focus on the following areas:

- **Cultural Diversity:** We will continue to acknowledge, celebrate, and grow our multicultural workforce to better represent the broader population.
- **Gender Representation:** We are committed to increasing the number of women across the business.
- **First Nations Australians Engagement:** We actively support employment opportunities for Aboriginal and Torres Strait Islanders within our operations.

We all play a role in supporting inclusion and diversity and taking personal accountability for our behaviour and contribution. Our inclusion and diversity initiatives encompass a wide range of activities and policies, including:

- Inclusive recruitment and selection practices
- Fair and equitable compensation and benefits
- Professional development, training, and career advancement
- A continued focus on maintaining a culturally diverse and respectful work environment

The Leadership team is responsible for:

- Implementing diversity objectives
- Promoting an inclusive culture across all areas of the business
- Encouraging staff to engage with and contribute to the broader community
- Leading by example through respectful communication, collaboration, and teamwork

Bright Group is committed to advancing diversity and continually improving our practices to create a more inclusive environment for all.

A stylized signature of Stephen Easterbrook in black ink.

Stephen Easterbrook
Managing Director

