

DIVERSITY AND INCLUSION POLICY

At BlueScope our success comes from our people. We recognise and value the different skills, experiences, perspectives and backgrounds that our employees bring to the Company. We know that a diverse workforce and inclusive workplace culture are a competitive advantage that lead to sustained business success and make BlueScope a better place to work. We believe that an inclusive workplace culture ensures that we attract, engage and retain a workforce better equipped to deal with business challenges and deliver increased shareholder value.

Diversity and Inclusion Principles

- A diverse workforce and inclusive workplace culture mean differences are respected and valued and all employees are given the opportunity to contribute and are supported to reach their full potential. These differences can include ethnicity, gender, sexual orientation, age, physical abilities, family status, experience, perspective, religious beliefs and other ideologies.
 - Recruitment and selection practices are appropriately structured so that a diverse range of candidates is considered.
 - When required due to a lack of diverse representation in occupational groups or functions, the Company targets diverse candidates as part of our recruitment activity.
 - Leadership and promotion activities continue to focus on diversity, whilst maintaining the integrity of merit based practices.
 - Employees with a similar level of experience, performing work of equal value to the same standard, are compensated equally.
- Flexible work practices support employees to successfully manage work and life commitments so they can achieve their career aspirations.
 - Our workplaces are safe and free from inappropriate behaviour such as harassment, bullying, victimisation and vilification, so that all employees can work and contribute in a safe and inclusive environment.
 - We apply these principles through a combination of:
 - Leadership engagement, commitment and accountability
 - Reporting to the Board, Diversity Council and senior management
 - Policies, systems, processes and development activities
 - Targeted initiatives and projects
 - Internal and external communication

Measures and Accountability

We set and measure clear objectives to continue to improve diversity and inclusion at BlueScope.

Everyone is responsible for contributing to creating a diverse workforce and inclusive workplace culture.

Management is also accountable for providing leadership, role modelling and implementing initiatives to achieve our diversity and inclusion objectives.

BlueScope's Diversity Council is chaired by the Managing Director and CEO, and is responsible for promoting diversity and inclusion as a strategic business driver.

The BlueScope Diversity Council develops and recommends strategies, monitors compliance with this policy, sets measurable objectives and reviews progress.

Additionally, business units have dedicated diversity councils, committees and networks to implement initiatives that support specific business needs.

Reporting

Management reports to the Board on:

- Initiatives to improve diversity and inclusion
- Progress in achieving measurable objectives

The Board at least annually reviews and approves the measurable objectives for achieving diversity and inclusion, and assesses progress.

The Board ensures that appropriate disclosures are made in the Annual Report on diversity and inclusion. This is in compliance with the Corporate Governance Principles and recommendations of the ASX Corporate Governance Council.

MARK VASSELLA
Managing Director and CEO
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