



# Diversity and Inclusion

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Phoslock Environmental Technologies Limited ACN 099 555 290  
(Company)

**Adopted by the Board – 31 March 2022**

Embracing diversity is a fundamental part of Phoslock Environmental Solutions (PET) business. The waterbodies we remediate and protect are part of a diverse array of histories and ecologies across the globe – they contribute and connect to cultures and communities in richly unique ways. It is essential that we not only have an appreciation and understanding of the environments we seek to remediate and protect, but also the communities our work impacts. This is essential to our vision for people and freshwater ecologies thriving together.

We recognise that diverse thinking and experiences unlock more creative ideas, enable better decision making and result in safer, more responsible long-range outcomes. We welcome the diversity of perspectives that comes from people of different ages, ethnicities, marital or family status, religious, or cultural background, sexual orientation, gender identify and physical characteristics working together.

### **Our 3C's Culture**

PET aims to operate as a nimble, globally networked team. This not only enables access to expertise, but encourages and advances creative ideas, solves problems collaboratively and shares learnings. We strive to create an environment where the strengths and uniqueness of individuals are invited and where everyone is growing.

Our PET Culture invites our people to Care, Collaborate and Be Courageous. In this commitment to lead diversity and inclusion through our values everyone has a part to play:

#### **Care:**

- We encourage a sense of belonging; listen to one-other; and treat everyone with respect, courtesy and professionalism.
- We recognise that flexibility in the way we work is important to personal wellbeing and doing our best work and help our people achieve the balance they may need at all life stages.
- We look beyond the immediate, to see potential and are creative about supporting people to contribute in new ways.

#### **Collaboration**

- We offer and receive help easily, inviting the strengths of others and sharing our own.
- We aim to remain curious and open to different viewpoints, and work to recognise our blindspots and triggers so that we may more artfully manage our own reactions with practice. We take time to think together - making decisions, weighing risks and opportunities.
- We look for and experiment with new ways of connecting and working that enable collaboration, individual flexibility, and high performance as a team.

#### **Courage:**

- We encourage diverse candidature in recruitment and selection so that we access and cultivate the best talent from our communities. We use sound processes and systems to employ and promote people based on their strengths, and take steps to mitigate potential bias.
- We speak up if we see something that is not right.
- We reflect on our successes and failures equally seeing both as an opportunity to learn and grow, together.

### **PET's Commitment**

PET commits not to discriminate on grounds of gender, race, age, ethnicity, nationality, sexual orientation, intersex status, physical or mental disability, mental health condition, relationship status, religion, political opinion and industry/union affiliations, pregnancy, breastfeeding or family responsibilities, or other attributes protected at law. We have zero tolerance for harassment, bullying, and disrespectful behaviour. We respect the dignity of every individual, not just because it is the law, but because it that is who we are.

Our people are encouraged to discuss flexibility and individual requirements needed for them to perform at their best.

**Related Policies**

For more information about your responsibilities to maintain and improve equality and inclusion in the workplace see PET's Code of Conduct.

**Monitoring and Review**

This Commitment to Diversity and Inclusion is shared by the Board, Management and all who work with us.

Our progress in building inclusive workplace culture will be monitored on an ongoing basis against objectives set. This document is periodically reviewed by the Board to ensure that it continues to reflect our vision and is operating effectively or whether changes are required.