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## Diversity, Equality, and Inclusion policy

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Alliance is an equal opportunity employer.

Alliance is committed to being a welcoming place for all of our people. We promote a supportive and inclusive environment where our people can reach their full potential, without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered, and the diversity of people's backgrounds and circumstances is positively valued.

### THE PURPOSE OF THIS POLICY

This policy sets out our commitment to provide equality, fairness, and respect for all in our employment and to oppose and avoid all forms of unlawful discrimination.

### OUR COMMITMENT

Encourage equality, diversity, and inclusion in the workplace.

Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all our people are recognised and valued.

This commitment includes training all our people about their rights and responsibilities under the diversity, equality, and inclusion policy.

Responsibilities include people conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation, and unlawful discrimination. We also have a Dignity at Work Policy which sets out our people's right to work in an environment in which the dignity of individuals is respected and which is free from harassment and bullying. We also invest in ensuring our facilities are functional for anyone with disabilities.

Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of work activities. Such acts will be dealt with under our grievance and/or disciplinary procedures, and appropriate action will be taken.

Make opportunities for training, development, and progress available to all people, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully applied within the organisation.

Make decisions about our people, based on merit, taking into consideration qualifications, achievements, performance, and skills.

Review and update employment practices, procedures, and policies, when necessary, to ensure fairness, and to take into account any changes in the law.

Put in place mechanisms to monitor and assess how the diversity, equality and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and taking action to address any issues.

If anybody believes that they or anyone else has been subjected to conduct prohibited by this policy, they are encouraged and expected to raise their concerns promptly.

Agreement to follow this policy:

The personal commitment of every individual to this policy and application of its principles is essential to ensure there is no discrimination and provide equality and inclusion throughout Alliance.

The Chief People & Infrastructure Officer has responsibility for implementing and monitoring this policy and all equality and diversity policies and, as part of this process, all HR policies and procedures are administered with the objective of promoting equality of opportunity and eliminating unfair or unlawful discrimination.

Comments and suggestions on the policy can be directed to the Chief People & Infrastructure Officer.