

Diversity and Inclusion Policy

Version number 2

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Policy approver Sam Toppenberg

Functional area People and Culture

Boral is committed to operating in a manner that exhibits respect for differences among employees, customers and communities.

Boral strives to have the best people and to improve our standing as an “employer of choice”. Accordingly, we are increasingly encouraging greater diversity within our workplaces.

We strive to have a work environment that:

- promotes personal achievement, continual learning and a feeling of self-worth
- recognises, respects and values the diversity of all of its employees
- builds and maintains a productive, motivated workforce by treating all employees fairly and equitably.

Diversity is the variety of skills, abilities, experiences and cultural backgrounds that enable people to achieve superior business and personal results. At Boral we understand that diversity brings many benefits.

Boral is committed to upholding the principles of equal opportunity and workplace diversity with respect to age, gender, race, religion, ethnic background, nationality/social origin, disability/ impairment, marital status, parental/ carer status, pregnancy/potential pregnancy, breastfeeding, sexual orientation, lawful sexual activity, transgender, irrelevant criminal or medical record, personal association, political activity or industrial activity. It is the responsibility of all Boral employees to act in a manner that helps create and maintain a workplace environment that supports diversity and is free from discrimination and harassment.



Vik Bansal
CEO & Managing Director

Policy Version History

This table documents the five most recent key policy updates.

No.	Definition	Comments / Key changes	Next review
2	Policy Reformatted	Policy Reformatted	January 2026