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## DIVERSE, INCLUSIVE AND RESPECTFUL WORKPLACES POLICY

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### 1 Background and purpose

- (a) At the BWP Group, we are committed to our people, diverse teams and inclusive, safe and respectful workplaces because we believe this is essential to achieving our objective of providing securityholders with a secure, growing income stream and long-term capital growth.
- (b) Our approach to talent management is based on merit because we believe this gives us access to the capabilities we need to enhance our performance and enable future growth, while also giving our team members opportunities to perform and grow.
- (c) Through diverse teams, we gain access to the best available talent, harness creativity and problem solving, and reflect the communities in which we operate.
- (d) Diversity can be visible or invisible and includes difference of gender, gender identity, sexual orientation, ethnicity, indigeneity, religious beliefs, political opinion, age, ability, and family or carer's responsibilities.
- (e) The BWP Group strives to provide an inclusive workplace where everyone feels respected and safe. We do not tolerate inappropriate behaviour (including discrimination, harassment, bullying, victimisation and vilification).
- (f) This commitment to our people, diversity and inclusion aligns with the BWP Group's values of being respectful, responsible, resourceful and responsive.

### 2 Interpretation

In this Policy:

- (a) **Board** means each board of BWP Property Group and the Responsible Entity.
- (b) **BWP Group** means:
  - (i) the Trust and all other entities managed by the Responsible Entity and its subsidiaries; and
  - (ii) BWP Property Group, the Responsible Entity and their subsidiaries.
- (c) **Directors** means the directors of the Board.
- (d) **Responsible Entity** means BWP Management Limited in its capacity as Responsible Entity of the Trust.
- (e) **Trust** means the managed investment scheme known as the BWP Trust.

### **3 Policy application**

- (a) The principles of this Policy must be complied with by all Directors, officers, management and team members of the BWP Group and includes people working for the BWP Group such as contractors, agents and consultants (**BWP Personnel**).
- (b) This Policy should be read in conjunction with the Code of Conduct.

### **4 Policy**

#### **4.1 Responsibilities of all BWP Personnel**

- (a) At the BWP Group, everyone has a part to ensure we support our people and have diverse teams and inclusive workplaces.
- (b) Across the BWP Group workforce, management and the Board:
  - (i) We value our people, the diversity of team members and a culture of inclusion at all levels and in all parts of our Group because this enables us to achieve our objective.
  - (ii) We empower team members to manage their productivity, effectiveness and personal situation while balancing this with business and customer needs.
- (c) All BWP Personnel are responsible for:
  - (i) acting with integrity and respect and otherwise in accordance with our values;
  - (ii) role modelling the behaviours through everyday actions;
  - (iii) recognising our own personal biases that may cause us unintentionally to exclude and work hard to overcome them;
  - (iv) actively supporting inclusion and diversity in our teams and work environments;
  - (v) advocating and supporting diversity and inclusion initiatives and programs;
  - (vi) contributing to creating an environment where everyone feels respected, valued and supported to perform at their best; and
  - (vii) speaking up if others appear excluded.

#### **4.2 Responsibilities of the Board**

The Board has overall responsibility for:

- (a) approving this Policy and monitoring its effectiveness;
- (b) delegating responsibility to management for implementing inclusion initiatives and monitoring the effectiveness of that implementation;

- (c) approving measurable objectives for achieving diversity and fostering inclusion;
- (d) overseeing reporting and progress on measurable objectives and ensuring compliance with gender diversity reporting requirements.

#### **4.3 Responsibilities of management**

Management have delegated responsibility for the following:

- (a) establishing and communicating inclusive policies, procedures and programs that:
  - (i) comply with relevant legislation (including equal opportunity, human rights and anti-discrimination statutes);
  - (ii) reflect the merit principle which requires an objective assessment of a person's attributes and skills in relation to all appointments, promotions and training opportunities;
  - (iii) prohibit discrimination on the grounds of any facet of diversity, including direct discrimination (less favourable treatment than would have been received by any other person or group of people in similar circumstances) or indirect discrimination (which requires a person to comply with a requirement or condition with which they cannot comply but which would not reasonably prevent them from performing the role). Such conduct creates a hostile work environment and does not align with the Code of Conduct;
  - (iv) prohibit harassment, and take all reasonable steps to prevent harassment and discrimination from occurring. This includes:
    - (A) sexual harassment, which occurs when a person is subject to an unwelcome sexual advance, request for sexual favours or any other unwelcome conduct of a sexual nature, whether physical or verbal, where that behaviour is intended to offend, humiliate or intimidate or has the effect of offending, humiliating or intimidating another person;
    - (B) racial harassment, where someone or a group of people are subjected to conduct or behaviour on the grounds of their race, colour, national or ethnic origin which offends, insults, humiliates or intimidates them; and
    - (C) harassment through electronic media;
  - (v) require discrimination and harassment complaints to be investigated and resolved considering the wishes of the complainant, and the broader duty of care owed to all team members and other individuals in the workplace to feel and be safe;
- (b) taking action to progress the BWP Group's measurable objectives and other inclusion and diversity priority areas it regards as important;

- (c) designing recruitment and selection practices to support consideration of a diverse range of candidates;
- (d) designing and implementing programs to promote diversity at all levels including a more diverse pool of employees for transition to senior management and board roles;
- (e) adopting flexible work practices;
- (f) providing opportunities for employees on parental leave to maintain connection with the workplace;
- (g) providing timely and transparent reporting including:
  - (i) an annual board paper on progress against measurable objectives;
  - (ii) breaches of relevant codes of conduct; and
  - (iii) an annual review of gender pay equity.

## **5 Breach of this Policy**

A breach of this Policy will be regarded as serious misconduct which may lead to disciplinary action, including removal or dismissal. Failure to comply strictly with this Policy may expose you or a member of the BWP Group (including BWP Property Group or the Responsible Entity) to serious liability.

## **6 Policy review**

- (a) This Policy will be reviewed periodically to check that it is operating effectively.
- (b) The General Counsel & Company Secretary is authorised to make administrative amendments to this Policy.

*Approved by the Board on 28 July 2025*