



# EQUAL EMPLOYMENT OPPORTUNITY POLICY

**BLUESCOPE FOSTERS AN INCLUSIVE WORKING ENVIRONMENT WHERE OUR PEOPLE HAVE EQUAL OPPORTUNITY.**

**These principles guide BlueScope in promoting and managing equal opportunity. BlueScope will continue to:**

- provide workplaces where all our people are treated fairly and have the chance to perform to their maximum potential;
- make employment related decisions that are merit based having regard to essential job requirements, individual capability, skill, performance and workplace conduct;
- require that workplaces and computer systems are free from material that could give rise to sexual or other forms of harassment or discrimination;
- treat all complaints of discrimination and harassment seriously and ensure they are thoroughly investigated.

BlueScope will not:

- treat any employee differently or less favourably for reasons other than the laws under which the business operates;
- allow any employee to be harassed, or victimised for raising a genuine complaint

These principles are achieved through our EEO programs, which includes training employees on EEO matters; and all policies and procedures being consistent with these EEO principles.

In addition, our people should be aware that their conduct within and away from the workplace, on Company business, at Company sponsored functions and whenever acting as a representative of the Company (whether or not during ordinary working hours and via the use of social media), must be consistent with this Policy and relevant business guidelines.

## OUR RESPONSIBILITIES

In addition to Our Bond, BlueScope has a legal responsibility to prevent unlawful discrimination. All BlueScope employees are required to:

- comply with this policy and relevant business guidelines;
- demonstrate behaviours consistent with Our Bond; and
- respect and follow the laws in the countries where we operate

**PAUL O'MALLEY**  
Managing Director and CEO