

OUR DIVERSITY POLICY

Our Diversity Commitment

At BlueScope our success comes from our people. We choose to treat each other with trust and respect.

We understand that the range of perspectives that result from having a diverse and inclusive workplace will strengthen BlueScope's capability for continued and sustained business success.

We know that a talented and capable workforce is a competitive advantage.

To build on this advantage we will strive to hire, develop, promote and retain the most qualified people available at all levels – people who reflect the diversity of our customers, markets and the communities in which we operate.

Our Principles for Diversity

BlueScope recognises and values the different skills, perspectives and backgrounds that our employees bring to the Company.

At BlueScope, diversity is about having a workplace where differences are respected and valued. These differences can include ethnicity, gender, sexual orientation, age, physical abilities, family status, experience, perspective, religious beliefs and other ideologies.

A diverse and inclusive workplace will ensure that we have a better business, a better place to work, and a better future for all us, our customers and our communities.

We also recognise that an inclusive environment and culture will attract, encourage and develop a talented, diverse, capable and engaged workforce.

PAUL O'MALLEY
Managing Director and CEO

June 2016

The key principles that underpin our approach to Diversity are:

- A diverse workforce is a competitive advantage and we will strive to attract, recruit, develop, and promote people who represent the countries and communities in which we operate.
- Recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered.
- When required, due to a lack of diverse representation in occupational disciplines, the company will target diversity groups as part of our recruitment activity.
- Leadership and talent development programs improve diversity of the talent pipeline, while supporting merit based talent practices.
- All employees who are performing to the same level should receive equal pay for work of equal value.
- Flexible work practices are developed to meet the needs of our employees at different stages of their life in the context of business requirements.
- Our work environments should be safe and free from inappropriate behaviour, such as harassment, bullying, victimisation and vilification.

The way we apply these principles is through a combination of:

- Leadership accountability, engagement and commitment
- Reporting to the Board, Diversity Council and senior management
- HR policies, systems and processes
- Targeted projects and programs
- Internal and external communications

Measures and Accountability

In order to improve the diversity of our workforce we will set ourselves objectives that will be clearly stated, measurable, and achievable over a period of time. These objectives will be approved each year by the Board. We will disclose the results of our achievements against these objectives in the annual report.

To achieve this, we continue to develop and implement strategies, initiatives and programs around recruitment, retention, development and improving awareness of diversity. We will monitor, review and report on our progress to the Board twice a year.

BlueScope has established a Diversity Council which is chaired by the CEO and Managing Director. The Council is responsible for promoting diversity as a key strategic business driver, developing and recommending strategies and programs, monitoring compliance with this policy, setting measurable objectives and reviewing progress against them.

Additionally, the business units have dedicated diversity committees and networks to implement initiatives that support specific business needs.

Management is responsible for providing leadership and implementing initiatives to achieve our Diversity objectives.

Reporting

Management will report to the Board in relation to:

- Initiatives undertaken in relation to improving diversity and to achieve the measurable objectives
- Progress in achieving the measurable objectives

The Board will at least annually review and approve the measurable objectives for achieving diversity, and assess progress in achieving these objectives.

The Board will ensure that appropriate disclosures are made in the Annual Report regarding Diversity in compliance with the Corporate Governance Principles and recommendations of the ASX Corporate Governance Council.