

Bidcorp - Group Parity Policy

Bidcorp is committed to ensuring pay parity and equality throughout our organisation. We are committed to providing equal opportunities for all employees from the initial recruitment and selection phase of employment to remuneration, training and development, and promotion within the business.

Bidcorp has adopted a [Group Board Diversity Policy](#) which describes the group's commitment to embracing diversity across our organisation, to be applied to all levels of employment in all Bidcorp's global businesses.

We believe that all employees should be compensated fairly for their skills, qualifications, experience, and overall contribution, regardless of their gender, race, age, or any other protected characteristic. Other protected characteristics may include but are not limited to any form of disability, marriage and / or civil partnership, family planning (including pregnancy and maternity / paternity leave), religion and beliefs, gender reassignment, and sexual orientation. Additionally, we oppose any form of less favourable treatment on the grounds of an employee's political membership or views or their membership or non-membership of a trade union.

The group's parity policy is shared with all leadership teams and employees in the group. This document is available on the [Bidcorp website](#) and is made publicly available to demonstrate our commitment to fairness and equality in all aspects of employment, remuneration, and incentivisation in all forms that it may be encountered.

Our commitment

We are committed to ensuring parity exists in all our business, in all formats that it may be encountered, including financial reward as well as all other benefits and aspects of employment. We are committed to this and ensure this is implemented through processes which include but are not limited to:

- each of our operations, functioning within the decentralised operating structure of the group, has implemented an employee programme that ensures evaluation of job roles and responsibilities are performed regularly and objectively, taking into account individual circumstances and factors such as work experience, education, and performance. This enables us to ensure that employees are rewarded equitably within their respective roles;
- labour market insights, specific to each environment and role, are used to benchmark our people, their performance, our recruitment initiatives, our incentivisation programmes etc ensuring the local demographic of our teams are reflective of the communities in which they operate, as well as highlighting potential areas of focus that need to be remedied due to inequalities that may arise from time to time;
- we provide an equal opportunity for all employees to progress in their chosen career path within our group, and for growth and development within our teams. We provide training and development programs specific to the role and business requirements which are designed to support employees in their personal development journeys within our operations;

- we put in place various support and awareness programmes to ensure our workplace is inclusive and supportive for all, with the health and wellbeing of our people a key strategic requirement;
- we accommodate, where possible and subject to role requirements, a flexible work environment, in order to attract and retain the best people who may be navigating changing life stages;
- we encourage communication and engagement for both recruitment purposes and operational activities through social media and other accessible platforms to highlight improvements and areas of focus within the roles in our operations, an example might be the role of female truck drivers, encouraging more access and information to all stakeholders;
- we purposefully widen our talent pools to improve diversity in our workplace; and
- we monitor and evaluate our progress on this journey through our internal assurance programme, and in addition request feedback from our stakeholders to ensure we are achieving the objectives we have set for ourselves within this policy.

Employee conduct and ethics

Within each of our operations we have robust labour and employment policies in place to ensure compliance with the relevant local legislation and compliance with basic human rights at work, including freedom of association, dignity in the workplace, and prevention of discrimination throughout employment.

At the group level a comprehensive code of conduct has been adopted, which addresses all aspects of behaviour and engagement both in the workplace and when engaging with those outside our work environment. We require that all operations and senior management confirm on a quarterly basis that they are familiar with and compliant to the standards set out in the [Bidcorp Code of Ethics](#).

We have an [active whistleblowing hotline](#) in place, available globally but monitored centrally. Calls can be taken in a language of the caller's choice or online via the website or in writing via email or post. All calls are brought to the respective management's attention, investigations are conducted, and action is taken where behaviour may fall short of the Bidcorp code of conduct.

Conclusion

At Bidcorp we are proud of our commitment to creating a fair and healthy work environment, where our team members are remunerated and incentivised fairly, in keeping with this parity policy as set out above. We acknowledge that this is not a one-time fix or once-off effort but rather an ongoing commitment by those in senior leadership positions to commit to and to work towards achieving and maintaining equality within our workplace. We believe that by promoting pay parity and equality, we can create a more engaged and productive workforce, improve employee retention, and attract top talent from diverse backgrounds. It is not only the right thing to do, but it also contributes to the group's long-term ongoing success.

Please note this document should be read in conjunction with the [Bidcorp Code of Ethics](#), the [Board Diversity Policy](#) (both found on [the group website](#)), as well as the local business specific HR policies and procedures manual.