



DIVERSITY, EQUALITY & INCLUSION (DEI) POLICY

Colourstone International Group Holdings Pty Ltd

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Our Commitment

Our Commitment At Colourstone, we believe that diversity, equality, and inclusion (DEI) are fundamental to fostering innovation, collaboration, and ethical business practices.

As a global provider of print packaging and retail display solutions, we are committed to integrating DEI principles across our operations, ensuring that all individuals—regardless of gender, race, ethnicity, disability, age, sexual orientation, cultural background, or socioeconomic status—are valued, respected, and provided with equal opportunities.

We aim to:

- Create an inclusive and equitable workplace where diverse voices are heard and respected.
 - Implement fair and merit-based employment practices to support professional growth and development.
 - Promote accessibility and ethical sourcing throughout our supply chain.
 - Encourage sustainable and socially responsible business practices that align with our DEI principles
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Our DEI Principle

Our business is built on the foundation of:

Diversity

Recognising and valuing different backgrounds, perspectives, and skills to foster creativity and drive innovation.

Equality

Ensuring fair treatment, access, and opportunities for all individuals, removing barriers to success.

Inclusion

Creating an environment where all employees, partners, and stakeholders feel empowered and respected.

Transparency & Accountability

Maintaining clear policies and reporting mechanisms to support DEI initiatives.

DEI in Action

Inclusive Workplace & Employment Practices:

Equal Opportunity Employment

Hiring, training, and promotions are based solely on merit, qualifications, and skills, with no discrimination based on personal characteristics.

Bias-Free Hiring Practices

Utilising structured interviews and assessment processes to ensure objectivity and fairness.

Fair Pay & Workplace Equity

Conducting regular compensation reviews to maintain fairness across job roles and experience levels.

Workplace Accessibility

Ensuring that all employees, regardless of physical ability, can fully participate in the workplace.

Flexible Work Arrangements

Supporting employees with work-life balance options, including remote work, adjusted hours, and family-friendly policies.

Training & Development

Providing equal access to professional growth opportunities, ensuring all employees can advance their skills and careers.

Zero Tolerance for Discrimination & Harassment

Maintaining a safe and respectful workplace with clear reporting mechanisms for complaints and grievances.

Transparency, Accountability & Continuous Improvement

Inclusive Workplace & Employment Practices:

Conduct Regular DEI Assessments

Evaluating workforce diversity, hiring patterns, and workplace policies to identify areas for improvement.

Implement Employee Feedback Mechanisms

Encouraging open communication about workplace inclusion and acting on constructive feedback.

Monitor Supplier Compliance

Ensuring that our partners and vendors align with our DEI and sustainability commitments.

Stay Aligned with Global Standards

Keeping up to date with industry benchmarks and best practices for DEI and ethical business conduct.

Annual Review of DEI Policy

Updating our DEI policy as needed to reflect industry changes, internal improvements, and new compliance requirements.

Our Vision for the Future

At Colourstone, we are committed to building an equitable, inclusive, and responsible business that benefits our employees, customers, and partners.

By prioritising diversity, ethical practices, and sustainability, we aim to foster a positive workplace culture, maintain responsible supply chains, and contribute to a more inclusive global economy.