



DIVERSITY, EQUALITY & INCLUSION POLICY

Colourstone International Group Holdings Pty Ltd

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Our Commitment

At Colourestone, we believe that diversity, equality, and inclusion (DEI) are essential to building an innovative, ethical, and socially responsible organisation.

As a global provider of print packaging and retail display solutions, we are committed to embedding DEI practices across all levels of our company. We ensure that every individual, regardless of gender, race, ethnicity, disability, age, sexual orientation, gender identity, cultural background, religion, marital or family status, neurodiversity, or socioeconomic position, is valued, respected, and afforded equal opportunity.

We aim to:

- Foster a workplace where all perspectives are respected and valued
- Ensure employment practices that support equal access, skill development, and career progression
- Promote ethical sourcing and inclusive engagement across our supply chain
- Support socially responsible business practices that align with DEI principles

Our DEI Principles

Diversity

We recognise and embrace varied backgrounds, cultures, and perspectives to strengthen creativity and innovation.

Equality

We ensure equitable access to opportunities, resources, and career pathways for every employee and partner.

Inclusion

We cultivate an environment where everyone feels respected, empowered, and fully supported in contributing their best.

Transparency & Accountability

We maintain clear, consistent, and accessible policies, procedures, and reporting mechanisms to support DEI objectives.

DEI in Action

Equal Opportunity Employment

Employment decisions, including hiring, promotions, training, and remuneration, are based solely on merit, qualifications, and performance. This policy also applies to contractors, labour hire workers, interns, temporary employees and employment applicants.

Bias-Free Recruitment

Structured interviews and objective evaluation processes ensure fairness throughout candidate selection.

Fair Pay & Review Processes

We conduct regular reviews to ensure pay equity across similar job functions, roles, and responsibilities.

Workplace Accessibility

We provide a supportive environment for individuals with disabilities or special requirements by adapting roles, tools, or workspaces where feasible.

Flexible Work Arrangements

We support flexibility, including remote work, adjusted schedules, and family-supportive arrangements.

Training & Professional Development

We provide fair access to career development opportunities, allowing all employees to enhance their skills and grow their careers.

Zero Tolerance for Discrimination & Harassment

We prohibit all forms of:

- Discrimination
- Bullying
- Harassment
- Victimisation
- Retaliation

and maintain clear internal pathways for reporting and resolving complaints.

- Disney ILS Standards
- International Labour Organisation (ILO) Conventions
- Australian Modern Slavery Act 2018
- United Nations Guiding Principles on Business & Human Rights
- Colourstone Supplier Code of Conduct

Suppliers must undergo **regular third-party social compliance audits**, maintain complete employment documentation, and promptly implement corrective action plans where required.

Workplace Equality & Fair Work Act Protections

We explicitly prohibit discrimination on any attribute protected under the Fair Work Act 2009, including but not limited to:

- Race
- Colour
- Sex
- Sexual orientation
- Gender identity
- Intersex status
- Marital or relationship status
- Pregnancy or potential pregnancy
- Family or carer responsibilities
- Age
- Disability
- Religion
- Political opinion
- National extraction
- Social origin

These protections apply to all stages of employment, including recruitment, onboarding, training, promotion, performance management, and termination.

All complaints relating to these matters are investigated confidentially and without bias under our **Whistleblower & Grievance Procedure**.

Transparency, Accountability & Continuous Improvement

We maintain a culture of continuous improvement by:

- Conducting regular DEI assessments and workforce reviews
- Encouraging transparent feedback from employees
- Monitoring supplier alignment with our DEI commitments
- Staying informed of DEI best practices and global ethical benchmarks
- Reviewing and updating this policy annually or as legislation changes

Our Vision for the Future

At Coloustone, our vision is to build an ethical, inclusive, and responsible business that reflects fairness and opportunity for all.

By prioritising diversity, equality, and inclusion, we support a positive workplace culture, strengthen our supply chain partnerships, and contribute meaningfully to a more inclusive global economy.