

## Process Materials Australia Diversity Statement

This statement provides the framework by which Process Materials Australia actively manages and encourages diversity and inclusion across the organisation.

Process Materials Australia believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our workforce, positions Process Materials Australia to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality products/services.

Process Materials Australia is diverse along many dimensions. Our diversity encompasses (but not limited to) disability, differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Equity refers to ensuring that everyone within the workplace is treated in a fair manner according to their individual needs and circumstance and adopting practices which provide everyone with equal opportunities to succeed at work. Managing diversity makes us more creative, flexible, productive, and competitive.

Process Materials Australia is committed to promoting the right to diversity, equality, respect, inclusion, and substantive equality in the workplace.

Process Materials Australia follows a fair hiring process in which all candidates are considered based on their skills, qualifications, and abilities. We are committed to employing the best people to do the best job possible.

Process Materials Australia encourages the advancement of its employees, equal access to professional development opportunities, and in house training.

Process Materials Australia will monitor and amend this statement from time to time as required to determine its continued effectiveness.

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A member of the Process Materials Group - Malaysia, Indonesia, and Australia

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