



CSL Group Inclusion and Belonging Policy

Purpose and Scope

CSL's employee brand — Promising Futures — speaks to our commitment to building a workplace where employees can fulfill their career aspirations, realise their potential, and be inspired by being part of a purpose-driven company with a values-based culture. This goal requires us to have a culture of inclusion where all employees are respected, valued and able to freely share their perspectives, experiences, and ideas.

This policy sets out the actions CSL takes to build and foster an inclusive workplace. CSL is an equal opportunity employer and prohibits discrimination on the basis of gender, nationality, race, ethnicity, disability, sexual orientation, gender identity, age, socioeconomic status, marital/family status, religious beliefs, language, professional and educational background, cultural experiences, and any other criteria protected by applicable law or company policy.

CSL's commitment to inclusion aligns with our Values. Our Values are at the core of how our people interact with each other, make decisions, and solve problems, together:

- Patient Focus – We deliver on our promise to patients.
- Innovation – We turn innovative thinking into solutions.
- Integrity – We walk the talk.
- Collaboration – We are stronger together.
- Superior Performance – We take pride in our results.

Our Code of Responsible Business Practice, as well as training and policies, guide employees in supporting inclusion and belonging in the workplace. We believe inclusion and belonging are every person's right and responsibility. We expect our leaders to foster an inclusive culture that appreciates and leverages differences, provide equal opportunities to all employees, and role model fair and inclusive leadership, including fostering a workplace where people feel valued and are inspired to do their best work.

This policy applies to CSL Limited and is to be implemented across all CSL Group companies. In this policy, "CSL" refers to CSL Limited and all CSL Group companies.¹

1. To the extent any country, state, or local law conflicts with this Policy, CSL will comply with applicable law.

1. Why Inclusion and Belonging is Important

CSL relies on our people's unique perspectives, ideas, capabilities and experiences to deliver for our business, our patients, our communities, our donors and our shareholders. This allows us to:

- Better understand and connect with our patients;
- Develop strong and sustainable relationships with diverse stakeholders including shareholders, communities, employees, governments, donors, customers and suppliers;
- Attract, retain, develop and engage a diverse workforce to sustain our long-term success;
- Foster creativity and innovation; and
- Improve the quality of the decisions that we make.

2. How We Support Inclusion and Belonging

The CSL Board, the Global Leadership Group, Executive Vice President, Chief Human Resources Officer and all CSL people leaders are responsible for helping create an inclusive work environment. CSL is committed to:

- Ensuring that recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of candidates are considered;
- Guarding against any conscious or unconscious biases that may be potentially detrimental to certain candidates;
- Recognising that all employees have a wealth of knowledge, skills and ideas to contribute;
- Providing learning and development opportunities in a way that maximises fair and equal access to all employees;
- Ensuring a robust performance management framework and process;
- Supporting all employees in balancing their work commitments with their personal and caregiver commitments and interests, which may vary at different career and life stages; and

3. Conduct

CSL does not tolerate discrimination, harassment, bullying, vilification, victimisation, or retaliation on the basis of any criteria protected by law. Any reported breach of this Policy is taken seriously and will be investigated (in line with our CSL Speak Up Policy) and violations may result in disciplinary action up to and including termination of employment.

Glossary

For other terms, see the [CSL Glossary](#)

Term/Abbreviation	Description
Inclusion	Working to ensure all employees are respected and valued, feel a sense of belonging – and are inspired to do their best work.

Responsibility

Employee Category	Responsibility
CSL Board	<ul style="list-style-type: none"> Oversee and assess CSL's Inclusion and Belonging initiatives on an annual basis.
The Global Leadership Group (GLG)	<ul style="list-style-type: none"> Establish the CSL Group's purpose, values and strategy aligned to the Group's desired culture; Sponsor this Policy; Lead by example; and Guide the development of CSL's Inclusion and Belonging initiatives.
Executive Vice President, Chief Human Resources Officer and HR Leadership Team	<ul style="list-style-type: none"> Lead the creation and implementation of CSL's Inclusion and Belonging strategy; Report to the CSL Board on the progress of the strategy and the effectiveness of inclusion and belonging initiatives.
All CSL People Leaders	<ul style="list-style-type: none"> Provide equal access to growth, development and progression opportunities to employees; Create an inclusive work environment where people feel respected, valued and supported to perform at their best.
All Employees	<ul style="list-style-type: none"> Be accountable for their own behaviors and contributions; Contribute to a culture where individual differences are understood, respected and valued; Help build a workplace where people feel safe to speak up when things are not right, or others are excluded; and Act with respect and integrity in accordance with CSL's Values.

Policy Governance Details

Policy approval and review

This Policy has been approved by the Board [TBC] and will be reviewed periodically by the Board or a Committee of the Board (within at least 3 years from date effective) to check that it is operating effectively and whether any changes are required.

Interpretation

The Executive Vice President, Chief Human Resources Officer will be the final arbiter for interpretation and/or clarification of this Policy. Any questions regarding the applicability of this policy to any particular activity should be directed to the local CSL Legal Department. Any omissions should also be brought to the attention of the CSL Legal Department

Training/Awareness

Training will be assigned globally to all employees of CSL irrespective of their position, level or responsibility, on commencing employment and after that, on a frequent basis. Managers are responsible for ensuring that all CSL Persons are aware of the importance and mandatory nature of this policy, and that all CSL Persons have been trained and achieve a level of acceptable competence.

The Executive Vice President, Chief Human Resources Officer or their designee shall be responsible for ensuring that awareness-raising communications and/or a training program are provided to the organisation.

Local Conditions

This Policy must be read in conjunction with, and is subject to, the laws relating to employment and contract, and the responsibilities of employers and employees, in the respective local jurisdictions in which CSL operates.

References

[Code of Responsible Business Practice](#)
[CSL Group Speak-Up Policy](#)