



JamesHardie™

Workplace Diversity Policy

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TABLE OF CONTENTS

I.	PURPOSE.....	2
II.	SCOPE.....	2
III.	POLICY	2
IV.	REVISION HISTORY	3

I. PURPOSE

James Hardie is fully committed to becoming an inclusive and globally diverse workplace, free from any form of discrimination, prejudice, inequality or injustice, with a workforce that reflects the communities we operate in and the markets we serve. We believe fostering an environment where employees have a sense of belonging, feel comfortable and are able to do their best work, is part of our overall commitment to employee wellbeing. We recognize the value of the diverse perspectives, experiences, skills and capabilities of our global team and expect each of our employees will always be treated with respect whether in the plant, office or at a customer / vendor site and unequivocally reject any form of intolerance.

II. SCOPE

The Workplace Diversity Policy applies to all individuals recruited or employed by the Company.

III. POLICY

James Hardie does not tolerate any form of harassment or discrimination on the basis of race, color, gender, sex, age, national origin, religion, sexual orientation, gender identity/expression, genetic information, veteran's status, marital status, pregnancy, disability or any other basis protected by law ('Protected Classifications') and reflects the organization's inclusive view of diversity, which embraces individual differences. To meet the objectives of this Policy, the organization will place particular emphasis on the following:

- Use of selection criteria that does not unlawfully discriminate in the recruitment or promotion of any applicant or employee of the basis of Protected Classifications;
- Require the hiring or promotion of an individual to be based on merit and qualifications without regard to his/her Protected Classifications;
- Provide compensation and benefits without regard to an individual's Protected Classifications;
- Ensure non-discrimination in the operation of grievance and disciplinary procedures; and
- Compliance with all applicable non-discrimination and equal opportunity laws by the organization and each of its employees.

The Executive Leadership Team (ELT) has primary responsibility for promoting awareness of and monitoring this Policy. However, it is the responsibility of all James Hardie employees to promote this Policy and conduct themselves in a manner that helps establish and maintain an inclusive environment that supports diversity and that is free from discrimination and harassment. It is also important to note that in certain jurisdictions, an individual employee may also be personally liable for any unlawful discriminatory act. Employees also have an obligation to report any suspected discriminatory acts or practices. Mandatory training will be provided to all new hires and then ongoing to each employee on an annual basis.

This Policy will be monitored and diversity data gathered on a regular basis for consideration by the ELT in determining whether the Policy is effective and to identify areas of improvement.

Any employee who believes they have suffered any form of discrimination should raise the issue with his/her manager, the Human Resources Department, the Legal and Compliance Department, the General Counsel and Chief Compliance Officer or through the James Hardie's Ethics Hotline.

The James Hardie Board, with assistance from management, is responsible for approving and monitoring this Policy and measurable objectives in the context of the Company's unique circumstances and industry. The Board assesses the Policy and objectives annually and the Company's progress in achieving them.

The Board has delegated responsibility to the Nominating & Governance Committee for monitoring the effectiveness of this Policy to the extent that it relates to diversity of the Board's composition, the senior leadership and the organization as a whole and for reviewing and recommending any updates to this Policy as deemed necessary.

IV. REVISION HISTORY

Effective Date D MMM YYYY	Revision No	Change Description	Reference Section	Policy Writer
14 May 2021		Added inclusion and diversity statement; broadened protected classifications, and reformatted to adhere to standard Company Policy template.		Chris Swenson