



Workforce Diversity Policy

Policy Number: HRM-0020-12-11
Effective Date: 26 April 2011

1. INTRODUCTION AND PURPOSE

“Mutual Trust and Respect” is one of Boart Longyear’s core values. We know people are our most important asset and understand that the best ideas develop from collaborative efforts between individuals with diverse backgrounds, opinions and perspectives. Recruiting, developing and retaining a talented, diverse and motivated workforce that shares our values and is representative of the communities in which we work is fundamental to our continued success.

Workforce diversity supports our key business objectives by:

- attracting and retaining the best talent;
- improving employee engagement and performance; and
- fostering innovation, customer support and problem solving.

Boart Longyear is committed to a work environment where employees are able to achieve their best and are judged on merit, not their gender, ethnicity, age, disability, sexual orientation, religion or cultural differences. We will not tolerate any form of unlawful behavior, including discrimination or harassment or retaliation against an employee who raises concerns or provides information about such conduct in good faith.

Achieving a diverse workforce includes measuring progress against appropriately established objectives over a period of time. Objectives may need to differ by region based on the current workforce demographics, local legal and cultural parameters, talent availability and other factors. Regardless of these differences, we will establish a set of measurable objectives with an emphasis on:

- removing barriers to diversity;
- equal employment opportunities based on capability and performance;
- policies, processes and procedures to eliminate unconscious bias; and
- establishing initiatives to improve workforce representation of females and minorities to the extent feasible.

The Remuneration and Nominations Committee of the Board of Directors has responsibility for oversight of this policy and established policy objectives. The Committee will review the policy and objectives at least annually to assess their relevance and report on the progress made in achieving them.

2. REVISION HISTORY

Revision	Date	Comments
001	January 18, 2013	Policy text replaced