

Respect Statement



Together we can build a Respectful Workplace at Bega

The Bega Respect Statement marks a significant milestone in our journey toward fostering a workplace culture rooted in respect and inclusivity.

Inspired by our unwavering commitment to fostering Diversity, Equity, and Inclusion and driven by the newly enacted Respect at Work Act, this statement is a succinct guide, clearly articulating our expectations of our team member's behaviour.

It underpins our belief that every individual – whether part of our workforce or a guest in the Bega Group workplace – will experience a culture of inclusivity and respect.

"Anyone who comes to work at Bega leaves a better person, having had the opportunity to do their best"
 – Pete Findlay, CEO, Bega Group



How does the Respect Statement align with our Values and Behaviours?






It seamlessly aligns with our Values and Behaviours, forming the foundation of our daily actions and interactions. It serves as a base standard, ensuring that respect becomes the starting point for living our values and behaviours every day.

One of our six values **#BeInclusive** is all about fostering a work environment where every team member belongs.

We know from research that it is in inclusive work environments that team members feel appreciated for their unique characteristics and therefore comfortable sharing their ideas and other aspects of their authentic selves.

To achieve an inclusive work environment, we must foster a culture of respect that supports open communication and promotes idea-sharing that recognises respect as a workplace priority, empowering team members to voice their thoughts and share innovative ideas.

How can you contribute to a respectful workplace culture at Bega?

 Respect diversity of opinions and values everyone contributions	 Avoid making judgments about people or stereotyping
 Think about the words, comments or images you are posting or sharing in messages, at work, or on social media to ensure you are not causing harm or offence	 Reflect on your own everyday language, attitudes and behaviours to ensure you are not causing hurt to others
 Support and respect those of different backgrounds, beliefs, abilities and sexualities	 Challenge sexist, racist or homophobic comments or jokes by calling out the behaviour