

## POLICY: DIVERSITY AND INCLUSION



POLICY STATEMENT TITLE	Diversity and Inclusion
VERSION	Version 1
DATE ADOPTED / REVIEWED	01 July 2021
RESPONSIBLE MANAGER	Group Manager - Organisational Development
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This policy applies to Bega Cheese Limited (“Bega”) and its subsidiaries referred to in this document as the Group.

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### INTRODUCTION

Bega Cheese Limited (Bega) has a strong commitment to workplace diversity. We believe that recognising the rights of all our people to live and work free of prejudice and discrimination helps everyone be the best they can be and benefits our people, our business and the community. A richly diverse workplace promotes innovation, enhances the quality of decision making and enables Bega to access and grow the best talent that exists in the community.

Our Diversity and Inclusion Policy sets out Bega’s approach and commitment to creating a workplace where we seek to integrate inclusion into the way we work and how we do business to ensure that it is a core part of Bega’s culture.

### ROLES AND RESPONSIBILITIES

People come to Bega with very different backgrounds and experiences, and it is important that everyone has the opportunity to be the best they can be, make a difference and have a great time doing it. An inclusive and diverse workplace not only means that people feel valued, it helps build an innovative and externally connected Group that helps us unlock growth and achieve our vision.

Our individual and collective growth depends on our ability to appreciate, access, and amplify the unique talents and strengths of our people. Teams with a variety of talents, perspectives and experiences achieve more, are more innovative and better reflect our marketplace delivering better business results and better experiences internally and externally.

### OUR COMMITMENT

This policy sets out Bega’s commitment to workplace diversity and inclusion:

- Lead and advocate for inclusion and diversity internally and externally.
- Attract and retain a Board of Directors whose composition reflects a diversity of backgrounds, knowledge, experience and abilities.
- Attract and retain diverse teams, enhancing our approach to decision making and innovating for the future.
- Build a workforce that reflects our consumers and global marketplaces helping us better understand changing consumer needs.
- Promote an inclusive workplace where every person can bring their full self to work and be their best, by fostering an environment of mutual learning, respect, dignity, openness and an appreciation of difference and other perspectives.
- Seek to ensure that our business practices, systems and processes do not prevent people from diverse backgrounds having equality of opportunity within the organisation.
- Leverage the full range of diversity (for example, but not limited to, background, skills, experiences, gender, age, tenure) of the team to deliver improved financial performance, increased innovation and reputation in the marketplace.

### **Approach to our commitment**

To realise our commitment to achieve a diverse and inclusive workforce we will:

- Build leadership capability to support and leverage diverse teams.
- Set measurable objectives for achieving gender balanced teams.
- Analyse pay equity every 12 months and review our processes to ensure maintenance of pay equity.
- Champion flexible work arrangements.
- Deliver fair and equitable people practices and processes (including but not limited to, Talent processes such as Succession Planning, Performance Reviews, Development Programs, Reward & Recognition, and Resourcing).
- Support our local communities and be proud of our brand and reputation

### **GOVERNANCE AND REPORTING**

The Board will assess progress annually in achieving our objectives and refine and evolve them from year to year. The Board will ensure that appropriate disclosure will be made in the Annual Report regarding Board diversity. The Nomination, Remuneration and Human Resources Committee will conduct an annual review of this Policy, including its effectiveness, and suggest any necessary or desirable changes for consideration by the Bega Executive.

It is the responsibility of the Bega Leadership Team to engage with staff and champion our commitment to diversity and the framework to effect change. They will recommend objectives, appropriate improvement targets and goals and set leadership accountabilities to ensure success. It is the responsibility of all leaders to promote and lead our agreed actions with respect to diversity, talent, recruitment and culture development in line with the strategy.

### **MONITORING AND EVALUATION**

Each year the Board and the Executive will set measurable diversity objectives for the Board, the Leadership Team and throughout the company more generally.

The Leadership Team will be responsible for listening to feedback of staff, reviewing and refining practices and leading and championing innovative programs to achieve the Objectives.

The Executive General Manager - Human Resources will monitor this policy, and co-ordinate Bega's overall approach to implementation of the strategy.

### **Related policies**

- Bega Code of Conduct
- EEO Discrimination Harassment and Bullying Policy
- BegaFlex Policy
- Recruitment and Selection Policy
- Families at Bega

*N.B. This Policy does not form part of your employment contract and Bega Cheese Limited may vary, revoke or replace this Policy and its related policies from time to time*