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## Freedom Foods Group Limited Diversity Policy

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### 1 Background

- (a) Freedom Foods Group Limited (**FNP**) acknowledges the positive outcomes that can be achieved through a diverse workforce.
- (b) FNP is committed to actively managing diversity as a means of enhancing FNP's performance by recognising and utilising the contribution of diverse skills and talent from its directors, officers and employees.
- (c) In order to successfully develop, FNP is committed to a high performance culture that accepts, recognises and promotes a diverse workforce of people who are selected and developed on the basis that these people display the best talent for the tasks they are performing in the company's development.

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### 2 Who does this policy apply to?

This policy applies to all officers, employees and all people who work at FNP, including contractors and consultants.

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### 3 Commitment of FNP

FNP will endeavour to ensure:

- (a) that FNP's corporate culture at all levels supports diversity in the workplace whilst maintaining a commitment to a high performance culture;
- (b) that consideration is given to programs and processes for the development of skills of its employees and support for an individual's domestic responsibility; and
- (c) the policy for selection and appointment of new directors is transparent.

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### 4 Diversity

For the purpose of this policy, diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

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### 5 Responsibilities

- (a) The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.
- (b) The Board has responsibility to:
  - (i) annually set and review objectives in relation to gender diversity (**Objectives**) and, where appropriate, other aspects of diversity; and assess annually the company's progress in achieving the Objectives. The results of this assessment are disclosed in FNP's annual report.

- (c) FNP's annual report will disclose the proportion of:
    - (i) women employees in the whole organisation'
    - (ii) women in senior management positions;
    - (iii) women in senior executive positions; and
    - (iv) women on the Board.
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## **6 Review**

This policy will be reviewed at least annually by the Board to ensure its effectiveness.