

Corporate Governance Policy – Equal Opportunity and Diversity

Freedom Foods Group Limited
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Corporate Governance Policy – Equal Opportunity and Diversity

1. Introduction

- 1.1 Freedom Foods Group Limited (the **Company**) acknowledges the positive outcomes that can be achieved through a diverse workforce.
- 1.2 The Company is committed to equal opportunity and diversity as a means of enhancing the Company's performance and competitive advantage by recognising and utilising the contribution of diverse skills and talent from its directors, officers and employees.
- 1.3 In order to sustain successful development and growth, the Company is committed to building a high-performance culture that recognises and promotes equal opportunity, and a diverse workforce selected and developed on the basis that our people display the best talent for the work they are performing.
- 1.4 The Company's values and continuous improvement processes are underpinned by our mission of *Making Food Better*, and it is also recognised that a diverse workforce contributes to this mission.
- 1.5 The Policy was adopted by the delegation of the Board on 29 April 2020.

2. Application

- 2.1 This policy applies to all people who work at the Company, including directors, officers, employees, contractors and consultants – who are all responsible for contributing to building a culture that promotes equal opportunity and diversity in the workplace.
- 2.2 For the purposes of this Policy, "Diversity" includes, but is not limited to, gender, age, marital or family status, ethnicity, sexual orientation, gender identity, religious beliefs, disability, socio economic background and cultural background.

3. Objectives

The Company is committed to attracting, recruiting, engaging and retaining diverse talent and building a company culture that is free from discrimination, harassment, bullying and victimisation.

The objectives of this Policy are:

- 3.1 to continue to build a company culture that supports equal opportunity and diversity in the workplace whilst maintaining our strong commitment to high performance;
- 3.2 to continually promote inclusiveness, respect and diversity, and to value individuals for their diverse skills, experiences, backgrounds and attributes;
- 3.3 to design people and culture policies, programs and processes that are free from bias, and to continue to support equal opportunity and diversity at all levels of seniority. As part of this objective, the Company supports requests for flexible working arrangements in line with the National Employment Standards; and
- 3.4 to support the selection and appointment of new employees via diverse pools of qualified candidates, who have the combination of attributes and experience to continue to build our high-performance culture and to deliver results.

4. Responsibilities

- 4.1 All directors, officers, employees, contractors and consultants are responsible for the implementation of, and compliance with, this policy. All people leaders and team members are responsible for fostering an inclusive culture, where individual differences are respected.
- 4.2 The Leadership Team has responsibility for the governance of this policy, including its regular review and the monitoring of its effectiveness.

5. Review

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