



Policy

Diversity policy

Inghams Group Limited (Company)
ACN 162 709 506

Adopted by the Board on 10 October 2016



Policy

1 Diversity at Inghams

The Board has formally approved this Diversity Policy (**Policy**) in order to actively facilitate a more diverse and representative management and leadership structure. The Company's vision for diversity incorporates a number of different factors, including gender, ethnicity, disability, age, thought and educational experience with the overall ambition of achieving optimal cognitive diversity, which has been proven to improve decision-making and hence drive higher performance.

The Board of the Company is responsible for the overall management of the Company, including guidance as to strategic direction, ensuring best practice corporate governance and oversight of management. The Company recognises that people are its most important asset and is committed to the maintenance and promotion of workplace diversity.

Diversity drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

2 Principles

The Company aims to achieve greater diversity by:

- ensuring equal opportunity and career mobility for all employees, regardless of their gender, ethnicity, disability, age, views and educational experience;
- broadening the field of potential candidates for senior management and Board appointments;
- increasing the transparency of the Board appointment process;
- setting measurable objectives relating to gender at all senior management and leadership levels (including the Board);
- striving for gender pay parity across the business; and
- embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation.

3 Recruitment, selection and succession planning

3.1 Succession planning

The Nomination Committee is responsible for the development and succession planning process for the Chief Executive Officer (**CEO**). The People and Remuneration Committee is responsible for overseeing the succession planning process for the CEO's direct reports and talent management within the Group generally. In discharging these responsibilities, both Committees will have regard to diversity criteria.



3.2 Board appointment process

The Board will develop and disclose a Board appointment process, which includes selection criteria and outlines the selection process for Board positions. Selection criteria will include:

- skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors;
- diversity; and
- the extent to which the candidate would fill a present need on the Board.

In identifying qualified individuals for appointment to the Board, the Nomination Committee will have regard to these selection criteria.

4 Promoting gender diversity

At a Board and senior management level, gender diversity has been identified as a key area of focus for the Company.

In order to facilitate greater gender diversity in management and leadership roles, the Company will:

- introduce and supplement the measures outlined in this Policy;
- implement policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by both men and women; and
- monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented women/employees from a diverse range of backgrounds.

4.1 Measurable objectives regarding gender diversity

Each year the Board will set measurable objectives with a view to progressing towards a balanced representation of women at a Board and senior management level and in other identified leadership roles.

Performance against these objectives will be reviewed annually by the Board, as part of its annual review of the effectiveness of this Policy.

The Board will include in the Annual Report each year:

- a summary of the Company's progress towards achieving the measurable objectives set under this Policy for the year to which the Annual Report relates; and
- details of the measurable objectives set under this Policy for the subsequent financial year.

4.2 Gender representation review

On an annual basis, the Board will review the proportion of women who are employed by the Company as a whole, in senior management positions and who are on the Board.

The Company will disclose in its Annual Report the proportion of men and women employees in the Company as a whole, in senior management and on the Board or, if



applicable, the Company's most recent 'Gender Equality Indicators' as defined by the *Workplace Gender Equality Act 2012* (Cth).

5 Disclosure of Policy

A summary of this Policy and the Company's achievement of the Policy's measurable objectives regarding gender diversity will be disclosed in the Company's Corporate Governance Statement.

6 Review of Policy

The People and Remuneration Committee is responsible for the review and oversight of this Policy. In executing this role, the People and Remuneration Committee will, with the appropriate support and input from management:

- review on an annual basis:
 - 1 the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
 - 2 the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation; and
- report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.