

# INCLUSION, EQUITY AND DIVERSITY POLICY

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# EXECUTIVE SUMMARY

This is our Inclusion, Equity and Diversity Policy, approved by the Inghams' Board of Directors in February 2024. This policy details our commitment to equality and providing a place of work that celebrates and recognises that an inclusive and diverse culture creates value for Inghams.

At Inghams, we recognise that improving and promoting gender equality and diversity in an inclusive workplace will enable Inghams to continue its focus on achieving a high performing workforce, improving productivity, increasing innovation and creativity, and building social inclusion.

This policy should be referred to by all Inghams Workers and Board Members. Workers and Board Members must comply with the policy at all times during work, when representing and acting on behalf of Inghams including at work related events and social functions.

## INCLUSION, EQUITY AND DIVERSITY AT INGHAMS

At Inghams, we value and are committed to the inclusion, equality and diversity of our people, and believe it enables us to achieve our Purpose to work together to provide deliciously good food in the best way.

Through inclusive, equitable and diverse teams, we gain access to the best available talent, we can harness creativity and problem solving and we have insight into our diverse stakeholders, including our partners and the community. This enhances our Purpose and enables us to innovate and grow. This is why we are committed to seeking out and celebrating inclusion, equity and diversity in our organisation.

Inghams is committed to providing an inclusive culture where everyone is treated fairly, is respected and safe. This means providing and promoting an environment that does not condone or tolerate inappropriate behaviour including discrimination, harassment, bullying, victimisation and vilification.

Diversity enables us to better understand and serve the communities we provide for and deliver products that meet their needs. It also allows us to build a constructive culture to foster better business decision-making.

This policy should be read in conjunction with the Inghams:

- Code of Conduct
- Whistleblower Policy
- Bullying, Harassment and Discrimination Prevention Policy, and
- Grievance Policy.

This commitment to inclusion, equity and diversity aligns with Inghams' values of care, courage, curiosity and commitment.

## POLICY DEFINITIONS

**Board Members** means the members of the Inghams Board of Directors.

**Gender Equality** is a human right. It refers to all people, irrespective of gender, having equal rights, responsibilities and opportunities. Gender Equality means that people's rights, responsibilities and opportunities will not depend on their gender.

**Inclusion** means that all people, regardless of their differences, are treated with respect and dignity and have access to equal opportunities in the workplace. Inclusion means having a culture where all our people can come to work and feel confident to be themselves and contribute to Inghams achieving its Purpose. Inclusion will ensure that everyone feels valued and can reach their full potential.



**Equity** is about creating fair access, opportunity and advancement for all people, including equitable talent screening, hiring, and workplace standards.

**Diversity** at Inghams incorporates visible and invisible differences and uniqueness of people including (but not limited to) gender, gender identity, ethnicity, sexual orientation, accessibility, age, disability, marital or family status, religious beliefs, cultural background, socio-economic background, life experiences, thought, perspective and educational experience.

**Workers** refer to employees (full time, part time and casual), independent contractors and volunteers of Inghams.

## POLICY STANDARDS

Inghams has a legal and moral obligation to provide equal opportunity in employment and a workplace which embraces diversity free from discrimination and harassment.

At Inghams, we are committed to building an inclusive, equitable and diverse work environment by:

- valuing the diversity of our people and creating a culture of inclusion in all parts of our business
- implementing initiatives which improve gender equality and equal opportunity for women including remuneration, attraction, retention and promotion
- broadening the diversity of potential candidates for senior leader appointments led by measurable diversity targets
- overcoming barriers to gender equality and diversity in the workplace
- building a socially inclusive workplace by not tolerating any form of discrimination or harassment, bullying and victimisation of our people, partners or the communities in which we work
- committing to embed training and key measures across the business to ensure biases are mitigated and eliminated
- challenging the status quo as well as creating awareness of the barriers that may prevent people from diverse backgrounds entering leadership roles
- making decisions that are fair and merit-based and ensure equal opportunity, particularly with regards to recruitment, evaluation of performance, remuneration increases, access to development opportunities, identification of talent, succession planning and career progression
- celebrating the diversity of our people through company-wide events, education and promoting inclusion at all levels
- leveraging flexible work practices as a strategic tool to improve employee wellbeing and deliver business outcomes by enhancing productivity and sustaining a high-performing culture
- ensuring all managers and Workers understand the objectives of this policy
- regularly reviewing employment practices and procedures so that fairness is maintained, and
- creating transparency of internal and external reporting.

Inghams acknowledges the disadvantaged position some individuals have had historically in the workplace and general community because of their gender and other personal characteristics. We recognise that improving and promoting gender equality and diversity in an inclusive workplace will enable Inghams to continue its focus on achieving a high-performing workforce, improving productivity, increasing innovation and creativity, and building social inclusion. We will, therefore, continue to provide support through our Inclusion, Equity and Diversity policies, frameworks, procedures and other measures to help us achieve equal opportunity and an inclusive workplace for all people.



# MANAGER RESPONSIBILITIES

Managers are required to actively pursue the goals of this policy through the following approaches:

- ensure all Workers are treated with respect and dignity
- ensure recruitment, retention, performance management and promotion processes are based upon individual merit and not an individual's gender or other personal characteristics
- challenge stereotypes that promote prejudicial and biased behaviours and practices
- encourage empathy and fairness towards others
- apply Inghams' standards of behaviour and expectations fairly amongst all Workers
- promote a culture of equality and fairness by eliminating favouritism and bias in the workplace
- ensure all Workers are provided with the same tools and information to complete their job to the best of their ability
- ensure assistance is provided to all Workers equally when requested, and
- actively respond to a Worker's concern in relation to a breach of this policy.

# WORKER RESPONSIBILITIES

All Workers have a responsibility to:

- comply with this policy
- monitor the working environment to ensure that acceptable standards of conduct are observed at all times
- model appropriate behaviour
- report potential misconduct
- treat all fellow Workers equally with respect and dignity, and
- seek appropriate advice and assistance when dealing with complaints.

# CORRECTING INEQUITIES

Workers who believe they have not been treated fairly in accordance with this policy should escalate their concern in accordance with the procedure outlined in the Grievance Policy.

Employees are encouraged to utilise the Inghams Employee Assistance Program (EAP). The EAP service is a confidential telephone service aimed at assisting employees who are experiencing difficulties.

# DISCLOSURE OF THIS POLICY

A summary of this policy and the Company's achievement of the policy's measurable objectives regarding inclusion, equity and gender equality and diversity will be disclosed in the Company's Corporate Governance Statement as part of its Annual Report.



## BREACH OF POLICY

Any Worker who is found to have breached this policy may be subject to disciplinary action, up to and including termination of employment/services.

## REVIEW OF POLICY

The People and Remuneration Committee is responsible for the annual review and oversight of this policy and, with the appropriate support and input from the leadership team, it will:

1. review the effectiveness of this policy on an annual basis, and
2. report the outcomes to the Board including any recommendations for changes to strategy or implementation of the policy.

