

# INCLUSION AND DIVERSITY POLICY

POLICY OWNER: PEOPLE AND PERFORMANCE

## EXECUTIVE SUMMARY

This is our Inclusion and Diversity Policy, approved by Ingham’s Board of Directors in February 2021. 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 Ingham’s.

This Policy should be referred to by all Ingham’s employees including full time, part time, and casual employees, Board members.

## Contents

1. Inclusion and Diversity at Ingham’s.....	2
2. Policy definitions .....	2
3. Policy standards.....	2
4. Disclosure of policy.....	3
5. Review of policy.....	3

# INCLUSION AND DIVERSITY POLICY

POLICY OWNER: PEOPLE AND PERFORMANCE

## 1. Inclusion and Diversity at Ingham's

At Ingham's, we value and are committed to the equality, inclusion and diversity of our people, and believe it enables us to achieve Ingham's Purpose to Nourish our World.

Through inclusive 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 and diversity in our organisation.

Ingham's 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 nourish and deliver products that meet their needs. It also allows us to build an open and honest culture to foster better business decision-making.

This Policy should be read in conjunction with the Ingham's Code of Conduct, Whistle-Blower Policy and Preventing and Dealing with Inappropriate Workplace Behaviour – Discrimination, Harassment and Bullying Policy.

This commitment to inclusion and diversity aligns with Ingham's principles of being open, honest and collaborative.

## 2. Policy definitions

**Inclusion** means having a culture where all our people can come to work and feel confident to be themselves and contribute to Ingham's achieving its Purpose. Inclusion will ensure that everyone feels valued and can reach their full potential.

**Diversity** at Ingham's incorporates visible and invisible differences including (but not limited to) gender, gender identity, ethnicity, sexual orientation, accessibility, age, disabilities, marital or family status, religious beliefs, cultural background, socio-economic background, caste, thought, perspective and educational experience.

## 3. Policy standards

At Ingham's, we are committed to building an inclusive and diverse work environment by:

- valuing the diversity of our people and creating a culture of inclusion in all parts of our business
- Implement initiatives which improve 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
- building a socially inclusive workplace by not tolerating any form of discrimination or

# INCLUSION AND DIVERSITY POLICY

POLICY OWNER: PEOPLE AND PERFORMANCE

harassment, bullying and victimisation of our people, partners or the communities we nourish

- 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 regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, caste, perspective and experience
- 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, and
- transparency of internal and external reporting.

## 4. Disclosure of policy

A summary of this Policy and the Company's achievement of the Policy's measurable objectives regarding inclusion and gender diversity will be disclosed in the Company's [Corporate Governance Statement](#) (as part of the FY20 Annual report).

## 5. 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.