

# INCLUSION AND DIVERSITY POLICY

## 1. Purpose and Commitment

The purpose of this policy is to provide a framework for how Select Harvests actively manages and encourages inclusion and diversity across the organisation.

Select Harvests is committed to an inclusive culture where differences are respected and leveraged. We believe that promoting diversity in our workforce, reflecting our diverse communities and customers, will result in innovation and ongoing business success.

## 2. Values

Our values drive our culture and are critical in creating a great employee experience and delivering our strategic priorities.



## 3. Scope of Policy

This policy applies to all permanent, casual, fixed term, full-time and part-time team members of SHV.

## 4. How do we define diversity?

We appreciate that each employee brings their own unique capabilities, experiences and characteristics to their work. Select Harvests' Diversity policy encompasses many personal characteristics, including:

- Ethnicity
- Gender
- Language
- Age
- Sexual orientation
- Parental status
- Socio-economic status
- Physical and mental ability
- Thinking styles
- Experience and Education
- Religious and cultural beliefs
- Family responsibilities

## 5. How we realise our Inclusion and Diversity commitment

- a. The Select Harvests Board has formally adopted the Inclusion and Diversity Policy. This reflects a genuine commitment by the Board and Management Group that there is accountability across Select Harvests to achieve our diversity goals and to ensure that the policy is both reflected in the day to day operation and the strategic direction of the business.

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- b. Measurable objectives are set each year against particular areas of focus and are published in the annual report. The measures are regularly monitored for progress and an annual assessment is undertaken to determine level of progress and ongoing focus to promote inclusion and diversity.
- c. Review and development of policies and practices to promote and support inclusion and diversity initiatives and culture.
- d. Establishment of focus groups, for example, Women@Select, to understand the barriers to achieving higher levels of inclusion and diversity and addressing them.

### 6. Diversity Practices

Select Harvests has several existing people related policies and practices in place that strongly align to encouraging and fostering inclusion and diversity, these include:

- Code of Conduct
- Ethical Sourcing Policy
- Flexible Work Arrangements Policy
- Recruitment & Selection framework and policy
- Performance and Development Framework
- Annual Culture Survey
- Values & behaviours
- Leadership Development Programs
- Employee Assistance Program

### 7. Preventing Discrimination

Select Harvests is committed to protecting the health and safety of its employees, which includes providing a work environment that is inclusive and free of discrimination. We recognise that there are distinct demographic groups that may be in the minority and disadvantaged – racism, ageism, sexism and other forms of discrimination are issues for society, as a whole. Select Harvests is committed to tackling stereotypes within our organisational culture and we have clear reporting, investigation and management procedures for any type of discrimination or harassment.

The Work Fair Treatment Policy and the Equal Employment Opportunity, Anti-Discrimination, Harassment & Bullying Policy outline the dispute resolution procedure and complaints and investigation procedure. Select Harvests will take appropriate disciplinary action, where a complaint has been substantiated. In addition to this policy, employees also have access to a Whistleblower policy and service.

### 8. Reporting

Select Harvests reports annually to Workplace Gender Equality Agency (WGEA) on the achievement against gender diversity targets.


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The Remuneration and Nomination Committee oversees the setting and implementation of Select Harvests' diversity targets and progress is assessed and reported in our Annual Report and Corporate Governance Statement.

### 9. Reference material/other related policies:

- Select Harvests' Code of Conduct
- Select Harvests' Ethical Sourcing Policy
- Select Harvests' Workplace Fair Treatment Policy
- Select Harvests' Recruitment Policy and Procedure
- Select Harvests' Equal Employment Opportunity (EEO), Discrimination and Harassment Policy

### 10. Authorisation and Approval:

Document Name	HCP001 – Inclusion and Diversity Policy
Document Manager	General Manager – People, Safety & Sustainability
Document Department	Human Resources
Contact	HR@selectharvests.com.au
Approval Authority	Managing Director
Approval Signature	
Release Date	1/06/20
Review Date	22/05/2022
Version*	2.0

\*Version History can be found in "SHV Company Policy Register"