

DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

1. Purpose and Commitment

The purpose of this policy is to provide a framework for how Select Harvests (SHV) actively manages and encourages Diversity, Equity and Inclusion (DEI) across the organisation.

SHV is committed to a workplace culture that builds respect, fosters inclusiveness, promotes diversity and embraces the unique skills and qualities of all employees and stakeholders. SHV is committed to an inclusive culture where differences are respected and celebrated. We believe that promoting DEI in our workforce, reflecting our diverse communities and customers, will result in innovation and ongoing business success.

SHV supports the DEI ethos that recognises the value of diverse voices and centres inclusivity and employee wellbeing as central facets of success. We aspire to recognise and embrace the diversity each person brings, creating an environment of trust, mutual respect and appreciation which allows all employees to contribute positively to the organisation.

At the Executive level (CEO and direct reports), SHV is committed to supporting gender diversity targets of the Hesta 40:40 vision. This is an investor-led initiative to achieve gender balance in executive leadership across ASX300 companies by 2030. By SHV adopting this target it will allow SHV to pursue gender equitable outcomes for women in leadership roles. It refers to 40% men, 40% women and 20% of any gender at these levels. We will aim to ensure that our processes and programs are impartial, fair and provide equal possible outcomes for every individual.

As part of our commitment to DEI, where possible SHV aims to have a target of 50% female candidates on recruitment shortlists.

Ultimately, we want our employees to be who they are, and feel comfortable in doing so. Our vision at SHV is for every person to use their unique experiences and backgrounds together—to spark solutions that create a better working environment.

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 current and potential permanent, casual, fixed term, full-time and part-time team members of SHV.

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4. How do we define diversity?

We appreciate that each employee brings their own unique capabilities, experiences and characteristics to their work. SHV's DEI Policy encompasses many personal characteristics and attributes, including (but not limited to):

- Ethnicity
- Gender
- Language
- Age
- Sexual orientation
- Parental status
- Marital Status
- Geographic location
- Recognition of Aboriginal and Torres Strait islander heritage and peoples
- Socio-economic background
- Physical and mental ability
- Thinking styles
- Experience and Education
- Religious and cultural beliefs
- Family responsibilities
- Work and life experiences
- Physical abilities

5. How we realise our Diversity, Equity and Inclusion commitment

Our goal at SHV is to ensure our team works in an environment of inclusivity, built on diversity, equality and opportunity. At SHV we strive to create a culture that recognises, respects and celebrates diversity.

We believe that an inclusive culture is built on ensuring our team:

- Feel included, connected and engaged;
- Feel empowered, respected, valued and share a sense of belonging;
- Come to work as their whole selves;
- Have a voice and be heard; and
- Work together to improve our employee, stakeholder and customer experience.

We will ensure that processes and programs are impartial, fair and provide equal possible opportunities for every individual. We recognise that by creating equity across our systems we will foster and advance a culture of inclusion.

To promote greater inclusion, equity and diversity, SHV has implemented the following measures:

- a. The SHV Board has formally adopted the DEI Policy. This reflects a genuine commitment by the Board and Management Group that there is accountability across SHV to achieve our diversity goals and to ensure that the Policy is reflected in the strategic direction and day-to-day operation of the business
- 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 DEI
- c. Review and development of policies and practices to promote and support inclusion and diversity initiatives and culture
- d. Provide current and new team members with information and training on SHV's values, employment principles and policies

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- e. Establishment of focus groups, for example, Women@Select, to understand the barriers to achieving higher levels of inclusion and diversity and addressing them
- f. Continue to ensure employment opportunities are filled and remunerated on the basis of merit and performance and not due to any known bias.

6. Diversity Practices

SHV has several existing People-related policies and practices in place that strongly align to encouraging and fostering DEI, these include:

- Code of Conduct
- Ethical Sourcing Policy
- Flexible Work Arrangements Policy
- Recruitment & Selection Framework and Policy
- Community Service Leave Policy
- Performance and Development Framework
- Annual Culture Survey
- SHV Company Values
- Leadership Development Programs
- Employee Assistance Program
- Equal Employment Opportunity (EEO), Discrimination and Harassment Policy
- Parental leave
- Reconciliation Statement

Additionally, our People Safety & Culture Team are accountable for actively supporting DEI outcomes as part of their job performance. These responsibilities include but are not limited to:

- Ensuring that employment-related decisions are free from discrimination
- Supporting DEI targets to foster diverse representation and an inclusive environment across SHV teams
- Engaging in conscious inclusion and other behaviors that promote equity
- Mitigating potential unconscious bias in employment decisions and talent practices (including performance, development, compensation and hiring)
- Drawing from a broad pool of talent in a region to inclusively reach talent, supporting diversity principles and, ultimately, a workforce that reflects the communities we serve
- Providing reasonable accommodations for qualified individuals with a disability and for those with needs related to their religious observance or practices in recognition of personal religious expression. What constitutes a reasonable accommodation depends on the facts and circumstances and is addressed on a case-by-case basis
- Creating an inclusive and safe work environment that supports DEI and behaviors that reinforce values
- Ensuring a work environment that is free from discrimination, harassment and bullying
- Consistently displaying inclusive leadership behaviors valuing all perspectives and listening to diverse points of view
- Role modeling inclusive and respectful behavior in the work environment and all work-related activities
- Encouraging employees to collaborate, make suggestions, and respect and listen to diverse

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opinions

- Appropriately addressing any other behavior not consistent with this or other policies, or with applicable laws relating to equal opportunity, diversity, equity or inclusion

We recognise that DEI is everyone's responsibility at SHV and that it requires purposeful action every day. Our individual and joint responsibilities include:

- Respecting the dignity and diversity of all people
- Creating an inclusive environment that is free from discrimination, harassment and bullying
- Enhancing awareness of potential unconscious bias and how that might hinder our ability to be more inclusive and collaborative with one another
- Focusing on conscious inclusion to be more intentional with actions to drive diversity, equity and belonging

7. Preventing Discrimination

SHV is committed to protecting the health and safety of its employees. This 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. SHV is committed to tackling stereotypes within our organisational culture. We have clear reporting, investigation and management procedures for any type of discrimination or harassment.

SHV will not tolerate any form of unlawful discrimination in the workplace on the basis of gender, age, ethnicity, religions or cultural background, disability, marital or family status, sexual orientation, gender identity, socio-economic background and other areas of potential difference and experience.

The Equal Employment Opportunity, Anti-Discrimination and Harassment Policy includes dispute resolution, complaints and investigation procedures. SHV will take appropriate disciplinary action, where a complaint has been substantiated. In addition to these policies, 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.


The Remuneration Committee oversees the setting and implementation of SHV's diversity targets and progress against these targets are assessed and reported in our Annual Report.

9. Reference material/other related policies:

- Code of Conduct
- Ethical Sourcing Policy
- Recruitment Policy and Procedure
- Equal Employment Opportunity (EEO), Discrimination and Harassment Policy
- Grievance Policy
- Whistleblower Policy
- [40:40 Vision | HESTA Super Fund](#)

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10. Authorisation and Approval:

Document Name	HCP001 – Equity, Diversity and Inclusion Policy
Document Manager	General Manager – People, Safety and Culture
Document Department	People, Safety & Culture
Contact	HR@selectharvests.com.au
Approval Authority	Managing Director
Approval Signature	
Release Date	1 June 2020
Latest Update	5 th October 2022
Review Date	3 years
Version*	3.0