

# Diversity Equity and Inclusion Policy

## 1. Purpose and Commitment

At Select Harvests, we are committed to fostering a diverse, equitable, and inclusive workplace where all employees feel valued, respected, accountable and empowered to thrive. We believe that our strength lies in the unique perspectives, experiences, and talents of our people. This Diversity and Inclusion Policy reflects our dedication to creating an environment that promotes equal opportunities and builds a culture of belonging for all.

## 2. Values

Select Harvests recognises that by living our values and maintaining a high level of trust and integrity, we all contribute to the long-term success of the business.



## 3. Scope of Policy

This policy applies to all Select Harvests employees, contractors, and suppliers. It is embedded across our orchards, processing sites, and corporate offices—ensuring inclusive practices are part of how we work, lead, and grow.

## 4. Policy Objective

The objective of this Diversity, Equity & Inclusion Policy is to establish a clear framework that promotes a workplace culture where all individuals are treated fairly, respectfully, and have equal access to opportunities. It aims to embed inclusive practices across all levels of Select Harvests' operations, ensuring alignment with our organisational values, legal obligations, and internal policies. This policy supports our strategic goals by fostering innovation, improving employee engagement, and strengthening our social license to operate.

## 5. Definitions

**Cultural Competency:** The ability to understand, communicate with, and effectively interact with people across cultures by being open to gaining knowledge of different cultural practices and perspectives.

**Diversity:** The presence of differences that include, but are not limited to, race, gender, age, disability, sexual orientation, religion, ethnicity, cultural background, language, socioeconomic status, professional experience and diversity of thought.

**Equal Opportunity:** The principle that all individuals should have the same chances to apply for and succeed in roles, free from discrimination or bias.

**Equity:** The fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have prevented the full participation of some groups.

**Inclusion:** The practice of creating environments in which any individual or group feels welcomed, respected, supported, and valued to fully participate.

## 6. Commitments

### 6.1. Inclusive Workplace Culture

- **Respect and Belonging:** Foster a culture where mutual respect, acceptance, and inclusivity are integral to the workplace.
- **Zero Tolerance for Discrimination:** Actively combat discrimination, harassment, and bullying based on race, gender, age, disability, sexual orientation, religion, ethnicity, or any other personal characteristic.
- **Employee Engagement:** Create opportunities for employees to voice their perspectives and contribute to shaping a more inclusive workplace.

### 6.2. Diversity in Recruitment and Leadership

- **Merit-Based Recruitment:** Ensure recruitment and selection processes are unbiased and based on individual skills, qualifications, and values alignment.
- **Leadership Development:** Drive programs to expand diversity in leadership roles, focusing on equality of opportunity rather than equality of outcome.
- **Inclusive Hiring Practices:** support underrepresented groups to expand our talent pipelines and broaden participation in our workforce.

### 6.3. Gender Equity and Equal Opportunities

- **Commitment to Gender Equity:** Strive for merit based gender balance across all levels of the organisation.
- **Equal Pay:** Ensure pay equity for employees performing comparable roles and skills irrespective of gender or other identity markers.
- **Supporting Career Growth:** Provide mentorship and growth opportunities with comparable skill and experience to empower employees.

### 6.4. Training and Education

- **Cultural Competency:** Offer educational programs to increase awareness of diverse cultural perspectives and foster cross-cultural sensitivity.
- **Inclusive Leadership Training:** Equip leaders with tools and knowledge to actively promote diversity and inclusion within their teams.
- **We recognise and value the diversity of languages spoken within our workforce.** Select Harvests is committed to supporting employees from diverse linguistic backgrounds, including providing access to translated materials where appropriate and encouraging multilingualism as an asset to our organisation.

### 6.5. Community Engagement

- **Support for Local Communities:** Actively engage with the community to support social and economic inclusion through employment, training, and community investment initiatives.

## 7. Monitoring and Reporting

- **Performance Tracking:** Measure progress on diversity and inclusion objectives through internal audits, employee feedback, and workforce analytics.
- **Transparent Reporting:** Publish updates on diversity and inclusion initiatives and achievements in our annual Sustainability Report.
- **Continuous Improvement:** Use feedback and data insights to refine and enhance diversity and inclusion programs.

## 8. Governance

The Board of Directors and the Remuneration and Nomination Committee are responsible for overseeing the implementation and success of this Diversity and Inclusion Policy. Operational accountability is assigned to the Human Resources and Leadership teams to ensure alignment with business practices and goals..

## 9. Alignment with Select Harvests Policies

**Policy Integration:** This Diversity, Equity and Inclusion Policy is designed to complement and align with Select Harvests' broader internal frameworks, including but not limited to the Code of Conduct, Recruitment and Selection Policy, Equal Employment Opportunity Policy, and Sustainability Policy.

**Consistency in Practice:** All initiatives will be implemented in a manner consistent with existing policies and procedures to ensure coherence, legal compliance, and operational effectiveness.

## 10. Review and Continuous Improvement

This policy will be reviewed biennially to reflect evolving best practices, legal requirements, and stakeholder expectations. Updates will integrate learnings from monitoring processes and input from employees and external stakeholders.

## 11. Authorisation and Approval

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<b>Document Department</b>	Human Resources
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