



Diversity Equity and Inclusion Policy

The Metcash group (Metcash) respects and values the diversity of its team members, suppliers, customers and stakeholders and is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and into the future.

We all have a part to play in promoting a diverse, inclusive and respectful work environment and this policy sets out the Metcash group's (Metcash) principles for promoting and maintaining that diverse, equitable and inclusive environment.

Who this policy covers

This policy applies to all Metcash team members (being any Metcash director and group employee, as well as Metcash contractors, subcontractors, employees of contractors and subcontractors, employees of labour hire companies who have been assigned to work in a Metcash group business, apprentices or trainees, work experience students and/or volunteers), in relation to, as relevant, their employment or engagement with the Metcash group, although access to the benefits referred to in the policy apply in respect of Metcash group employees only.

This policy should be read in conjunction with other Metcash policies, procedures and documents that define and support Metcash's commitment to a diverse and inclusive workplace and the expected behaviour and conduct of its team members.

These include:

- Code of Conduct
- Equal Employment Opportunity, Discrimination, Bullying and Harassment Policy
- Domestic and Family Violence Policy
- Work-Life Balance and Flexible Work Policy
- Recruitment Policy
- Leave Policies
- Health & Safety Policies and Procedures

What to do if you have a concern

If you have any questions or concerns in relation to any aspect of this policy, or the associated policies above, we encourage you to raise this with your leader as soon as possible.

What Diversity, Equity and Inclusion means at Metcash

At Metcash we believe that diversity, equity and inclusion is a way of engaging diversity of thinking, giving all our people a sense of inclusion, and treating our people, retailers and suppliers the way we like to be treated.

We believe that diversity, equity and inclusion is an integral part of achieving our vision, purpose, and passion for Championing Successful Independents, giving back to the communities where we live and work, and becoming a Favourite Place to Work.

Diversity at Metcash refers to all characteristics that make individuals different from each other. People are multidimensional in their diversity, and the characteristics, elements and factors that contribute to diversity can be both visible and invisible.

Equity at Metcash refers to creating fair access, opportunity and advancement including, ensuring our processes and programs provide equal possible outcomes for our people.

Inclusion at Metcash refers to creating an environment that encourages people to feel involved, respected, valued, and connected— and encourages people to bring, contribute, and be appreciated for all aspects of their diversity. At Metcash we support an inclusive environment in which people feel a sense of belonging and bring their authentic selves (their ideas, backgrounds, and perspectives) to their work

Key roles in supporting Diversity, Equity and Inclusion at Metcash

Metcash has the highest level of commitment to diversity, equity and inclusion from the Board to individual representatives in the business. At Metcash, we believe that we all have a unique and valuable role in supporting diversity, equity and inclusion in our workplace.

The Board endorses the diversity, equity and inclusion strategy and objectives, regularly reviews and discusses diversity, equity and inclusion progress and outcomes. The Board role models this policy by actively seeking diversity of skills, knowledge, experiences, gender, cultural heritage and thinking styles in its team members.

Our Diversity, Equity and Inclusion Council, chaired by our Group CEO, includes member representatives from every part of our business, who are active contributors to improving diversity, equity and inclusion at Metcash. The Council meets quarterly and their role is to champion the cause, communicate initiatives and set the direction for diversity, equity and inclusion at Metcash. Council commitments include:

- Ratifying Metcash’s diversity, equity and inclusion strategy, and sharing it with key stakeholders and their Champions
- Running listening posts, focus groups and Think Tanks and feeding back to participants about how Council members will use their insights and suggestions
- Participating in all company endorsed campaigns and events, encouraging peers and teams to participate and running pillar/function-specific events

Our Diversity, Equity and Inclusion Champions are local pillar/function advocates for diversity, equity and inclusion who report through to their Council member and support the Council in its initiatives across the business. Champion commitments include:

- Participating in all company endorsed campaigns and events
- Organising local Diversity, Equity and Inclusion events
- Participating in listening posts, focus groups and Think Tanks
- Gathering information to facilitate communication through storytelling

The People and Culture (P&C) Team develops the approach to diversity, equity and inclusion, working closely with the Diversity, Equity and Inclusion Council, senior leaders, the business and team members. The P&C Team implements and manages programs, initiatives, processes, practices and measures that directly and/or indirectly support and develop a sustainable diverse, equitable and inclusive culture at Metcash.

Metcash’s objectives for Diversity, Equity and Inclusion

The current diversity, equity and inclusion objectives, endorsed by the Metcash Board and Metcash

Diversity, Equity and Inclusion Council are to: Achieve gender representation, with a target of 40% male, 40% female and 20% either, by 2026

- Maintain gender pay equity, with a focus on improving Current pay parity in every pay decision
- Deliver initiatives that support the diversity of our people and build inclusion at all levels
- Support our communities through recognition of cultural diversity, charity and volunteering
- Communicating internally and externally to promote a diverse and inclusive workforce

In order to achieve these objectives, Metcash will:

- Undertake diversity, equity and inclusion initiatives and measure their effectiveness
- Provide diversity, equity and inclusion education, training, mentoring programs and other developmental awareness programs
- Build the talent pipeline within the company to assist our people to develop the skills and experience needed to progress to more senior roles at all levels of the organisation
- Raise awareness of the advantages of diversity, equity and inclusion through training of senior executives, managers and employees
- Monitor recruitment, promotions and turnover, particularly in relation to gender, generational and ethnicity activity
- Create a culture that empowers and rewards people to act in accordance with this Policy

The Board will assess and review progress in achieving these objectives regularly. Metcash will disclose in the Annual Report key achievements, progress towards achieving these measurable objectives and any other key aspects of diversity, equity and inclusion at Metcash.

Diversity, Equity and Inclusion priorities at Metcash

At Metcash building a diverse, equitable and inclusive workplace is important and we have three current priorities in building our diverse, equitable and inclusive workplace:

1. Focus on Gender – Metcash prioritises a fair and equitable workplace in which both men and women have equal access to opportunity to develop and succeed in their career at Metcash.
2. Inclusion, Equitable and Diverse Perspectives – Metcash is prioritising building a shared understanding and ownership of inclusion at all levels, ensuring that diversity of thought and experience are fully utilised.
3. Support for our communities & Collaboration – Metcash will support opportunities and employee inclusion networks which drive engagement in our cultural diversity and our local communities leveraging working collaboratively across our pillars and functions.

Review and publication of this policy

- This policy will be reviewed annually, and may be amended by resolution, of the Metcash Board.
- A copy of this policy will be made available on the Metcash intranet and website.
- As appropriate key features of this policy will be published in the Metcash Annual Report.

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