

## Inclusion and Belonging Policy

At Woolworths Group, we recognise the value our team's diversity brings to our business, our customers and our communities. As one of the largest employers in Australia and New Zealand, we believe that creating an inclusive workplace – where our team feels confident and safe that they belong, diversity in all its forms is valued, and every team member can be their best self – is critical to creating better experiences together for a better tomorrow.

This policy applies to all Woolworths Group Limited (and its wholly owned and controlled entities) (**Woolworths Group**) team members (which includes permanent, fixed-term or temporary, contractors and directors (whether executive and non-executive) anywhere in the world.

### Our Principles

We recognise that by fostering a truly inclusive culture, we will attract, retain and motivate team members from the widest possible pool of available talent. We believe that inclusive and diverse teams are better able to innovate, solve problems, and make better decisions, which ultimately leads to higher performance, whilst living our Purpose and Values.

Belonging will be the felt experience of our team when we focus on the following areas:

**Diversity:** refers to the demographics of our workplace, which includes family responsibilities, gender, gender identity, sexual orientation, marital or family status, age, race, ethnicity, language, religion or faith, political affiliation, disability or experiences a disabling societal factor, veteran status or socio-economic background, and all other elements. We strive for diversity and are committed to inclusion at all levels across the Group.

**Equity:** gives team members of all backgrounds and characteristics fair and equal access to opportunities and advancements. We strive to actively break down barriers that prevent our team members from thriving.

**Inclusion:** allows everyone on the team to be treated fairly and respectfully, while valuing differences. We strive to enable our team members' voices to be respected, valued and heard.

### Our Commitment

We are committed to creating a diverse, equitable and inclusive workplace where our team feel they belong.

We embrace, include and value team members irrespective of their diverse characteristics or backgrounds.

We are committed to creating an inclusive workplace and proactively addressing and preventing, discrimination, harassment, sexual and sex based harassment, racism, vilification and victimisation in our workplace. Our [Code of Conduct](#) and [Respectful Workplace Policy](#)

reinforces that such behaviour is not tolerated and is inconsistent with our Purpose and Values.

If you have experienced or observed behaviour that is not aligned to this policy, our Code of Conduct or our Respectful Workplace Policy, please take action. There are a number of ways you can do this, both informally and formally, and we encourage you to take the path that you are most comfortable with:



## Our Ambition

To achieve our purpose and ambition to be a truly inclusive workplace, our inclusion strategy focuses on five intentional pillars, **with everyone playing a role in creating a sense of belonging**:



We know that people identify in multiple ways and we aim to always acknowledge the

intersectionality of our team and communities.

We also acknowledge our many Maori and other key ethnicities including Pasifika team members in New Zealand. As we continue to evolve our commitment to Inclusion and Belonging, our ambition includes culturally led approaches that will support and develop our Maori and Pasifika team.

If you have a comment on how we can better represent our team with our inclusion focus, please reach out to: [inclusion@woolworths.com.au](mailto:inclusion@woolworths.com.au).

To achieve our ambition we all have a role to play:

- As team members - adhering to these principles and expectations and always showing up in a way that is aligned with our purpose and values
- As leaders - preventing poor behaviour, building positive foundations toward belonging and leading by example and role modelling these expectations and principles. Helping to break down inequitable systems and remove barriers to inclusion and belonging.
- As a Group - setting, monitoring and improving diversity targets and driving achievement of diversity objectives

We have executive sponsors and team member networks aligned to each of our pillars to inform and guide our activities, ensuring commitment from our leadership and the voices of those with lived experience are consulted and heard.

We use benchmarking tools administered by expert external organisations to guide and assess our progress towards being a truly inclusive workplace. We want everyone to have the same opportunity and our strategy will adapt and evolve to the needs of our team, customers and our communities. We aspire to be at the top tier in all benchmarking assessments and will continually review and improve our efforts to achieve this.

## How we are supporting our team to thrive

- *We* believe that diversity, equity, inclusion and belonging are key to realising our purpose of *better together for a better tomorrow*.
- *We* aim to create a truly inclusive workplace where everyone feels that they belong and can be their best self and provide opportunities that allow team members of all backgrounds and characteristics to reach their full potential.
- *We* encourage active allyship for marginalised groups to amplify their voices.
- *We* are working to understand the causes of discrimination, harassment, sexual and sex based harassment, racism, vilification and victimisation in order to educate our team and prevent such behaviour occurring.
- *We* are always listening, learning and adapting as we get feedback and see opportunities to improve.

- *We* design our recruitment and selection processes to be equitable and inclusive, attract a diverse range of candidates and guard against any conscious or unconscious biases that might discriminate against certain candidates.
- *We* hire, reward, develop and create equitable career opportunities for our team members based on assessment of individual performance, capability and potential.
- *We* are committed to designing and implementing pathways and supported programs that will assist in the development of a broader and more diverse pool of skilled and experienced team members and that, over time, will prepare them for senior management and board positions.
- *We* commit to creating pathways to meaningful employment for marginalised communities across the Group, reflecting our group purpose and commitment to create a truly inclusive workplace.
- *We* address systemic barriers that may prevent women and marginalised groups of people from attaining senior leadership roles within the business in both operational and specialist support areas.
- *We* recognise that team members of all genders, and abilities, may have caring and domestic responsibilities and we make available flexible work practices that assist them to balance those responsibilities.
- *We* recognise that preparing for a new arrival is an important time in our team members' lives. We provide parental leave to support team members during this important time. We also provide team members with support that enables them to stay connected while they are on leave and facilitate a smooth transition back into the workplace, supporting balance for caring and domestic responsibilities and work priorities.
- *We* support and encourage our team to use the available channels to raise an experience or observation where we have failed to align to these commitments or our policies.

## Review and Monitoring

- This policy will be periodically reviewed to determine it is operating effectively and continues to align to our commitments and purpose.
- The People Committee will monitor the Group's performance and progress towards achieving the ambition set out in this policy through relevant external benchmarks and internal targets.
- Changes to this policy may be made by the Board on recommendation to the People Committee, excluding administrative changes which may be approved by the Chief People Officer.

## Related Documents

- Code of Conduct
- Flexibility Policy
- Equal Pay Policy
- Gender Diverse and Gender Affirmation Policy
- Workplace Adjustments Policy
- Respectful Workplace Policy
- Belonging Website

## Policy Changes

<b>Policy Changes</b>	<p>This policy may be changed at any time, and does not form part of any team member's contract of employment.</p> <p>Version 2</p> <p>Key Policy Changes</p> <ul style="list-style-type: none"> <li>- Alignment of tone and style to current Group Brand</li> <li>- Change name of policy from Diversity to Inclusion &amp; Belonging</li> <li>- Outlining our principles and commitment with belonging at the heart of what we do</li> </ul>
<b>Date effective:</b>	August 2023
<b>Next review date:</b>	August 2026
<b>Policy Owner:</b>	Chief People Officer