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## Diversity & Inclusion Policy

September 2023

**Plenti Group Limited**

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### Document history

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|---------------|------------------------------------|
| Version       | 2.0                                |
| Date          | August 2023                        |
| Authorised by | Board of Plenti Group Limited      |
| Notes         | 1.0 First Version – September 2020 |

## 1. Introduction

### 1.1 Purpose

- (a) Plenti is committed to establishing and maintaining a safe and inclusive workplace that embraces diversity & inclusion (D&I) of all employees with no tolerance of bullying, discrimination, harassment, vilification, or victimisation.
- (b) Plenti recognises the positive outcomes that can be achieved through a diverse & inclusive workforce, and recognises and utilises the contribution of diverse skills and talent from its directors, officers, and employees.

1.2 This Policy sets out Plenti's commitment to diversity and inclusion in the workplace and provides a framework to achieve its D&I goals & initiatives.

### 1.3 Definition

**Board** means the board of directors of Plenti Group Limited ACN 643 435 492.

**Diversity** is understanding that everyone is unique and recognizing and valuing everyone's differences. It includes, but is not limited to, gender, age, ethnicity, marital or family status, cultural background, religion, sexual orientation, gender identity, intersex status, disability, mental impairment, perspective, experience, personality or location.

**Inclusion** is where a diverse group of people feel valued and respected, have access to the same opportunities and resources and can contribute fully to the organisation's success. It is about giving equal access and opportunities, as well as enabling everyone to participate equally and confidently in the workplace.

**Group** or **Plenti** means Plenti Group Limited and its subsidiaries.

**Policy** means this Diversity & Inclusion Policy.

## 2. Application of this Policy

2.1 This Policy applies to all officers, employees and all people who work at Plenti including contractors and consultants.

## 3. Diversity & Inclusion Vision

3.1 Plenti is committed to embedding diversity and inclusion in all aspects of the employee experience, our people's careers, well-being and their employee benefits.

3.2 Plenti will be accountable to support and advance our diversity agenda by providing measurable actions that pertain to our key focus areas of recruitment, workplace culture, leadership, communication and engagement and customer service.

## 4. Commitment of Plenti

4.1 Plenti aims to achieve greater diversity by ensuring:

- (a) that the corporate culture at all levels of the organisation supports diversity & inclusion in the workplace whilst maintaining a commitment to a high-performance culture;
- (b) that consideration is given to programs and processes for the development of skills of its employees and support for an individual's responsibilities outside of the workplace;
- (c) the policy for the selection and appointment of senior management and new directors is transparent;

- (d) commitment to finding, attracting and selecting the best talent from a diverse pool of qualified candidates;
- (e) performance management, promotion and compensation based solely on merit, performance and behaviour;
- (f) we actively create a diverse workforce representative of all talent pools, building a successful, resilient and adaptive work environment where all employees can thrive;
- (g) recognition of the fact that all employees at all levels may have domestic responsibilities, and strive to adopt flexible work practices that will assist them to meet those responsibilities;
- (h) commitment to maintaining a workplace in which discrimination, harassment, vilification and victimisation will not be tolerated;
- (i) compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity; and
- (j) the Board establishes objectives on an annual basis to identify ways in which the achievement of gender diversity at Plenti is measured, and in relation to other aspects of this diversity & inclusion policy.

**5. Governance**

| Role                                      | Responsibility  |
|---|---|
| <b>Board</b>                              | Responsible for: <ul style="list-style-type: none"> <li>• setting and reviewing measurable objectives in relation to gender diversity and, where appropriate, other aspects of diversity on an annual basis;</li> <li>• assessing Plenti’s progress in achieving these objectives on an annual basis;</li> <li>• disclosing in Plenti’s annual report a summary of the Company’s progress towards achieving these objectives, including:                             <ul style="list-style-type: none"> <li>○ the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation (including how the Company has defined “senior executive” for these purposes); or</li> <li>○ if applicable, Plenti’s most recent Gender Equality Indicators as defined in the Workplace Gender Equality Act 2012 (Cth); and</li> </ul> </li> <li>• reviewing and monitoring this Policy’s effectiveness.</li> </ul> |
| <b>The People &amp; Culture Committee</b> | Oversees the measurable objectives and the effectiveness of the Diversity & Inclusion Policy.   |
| <b>D&amp;I Council</b>                    | Established to help drive D&I initiatives across Plenti including the D&I Action Plan.<br><br>The D&I Council is to consist of cross-divisional employees that have been appointed following an internal application process overseen by People & Culture. The D&I Council may establish working groups to assist in the execution of D&I initiatives and programs.   |
| <b>People &amp; Culture Team</b>          | Promote D&I at Plenti and ensure inclusive practices through the employee lifecycle.  |

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| <b>People Leaders</b> | Accountable for creating and fostering an inclusive culture for their teams by ensuring D&I outcomes and leading by example.  |
| <b>Employees</b>      | Bringing D&I to life at Plenti by contributing to an inclusive environment for all people and customers through their day-to-day interactions and responsibilities. |

**6. Recruitment and Remuneration**

- 6.1 Plenti recruits based on merit, ensuring that the most appropriately qualified and experienced person is employed for each role.
- 6.2 Plenti does not tolerate discriminatory behaviour in its recruitment or people management processes and ensures that all hiring managers involved in recruitment and selection processes are appropriately trained.
- 6.3 Recruitment and selection practices at all levels are structured so that a diverse range of candidates are considered and to guard against any conscious or unconscious biases that might discriminate against certain candidates.
- 6.4 Plenti’s policy is to have no gender wage gap for the same roles.

**7. Flexible work arrangements**

Plenti supports flexible work arrangements to assist employees to manage their personal and work commitments. Refer to the Flexible Work Policy for more information.

**8. Respect at Work**

The Respect at Work policy sets out Plenti’s commitment to providing a safe workplace free from discrimination, victimisation, bullying and harassment.

**9. Availability of Policy**

This Policy will be published on Plenti’s website and HRIS system (Employment Hero).

**10. Employee rights and obligations**

- 10.1 All employees have a responsibility to treat others with dignity and respect. Our employees are expected to exhibit conduct that reflects inclusion during work, at work functions on-site or off-site and at Plenti sponsored and participative events.
- 10.2 This Policy is not to be used by the Group, or any employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.
- 10.3 If an employee believes they have experienced any form of behaviour at Plenti that conflicts with our Diversity & Inclusion Policy, they should raise it with their manager or People and Culture representative.

**11. Policy review**

This policy will be reviewed annually by the Board to ensure its effectiveness.

**12. Related documents**

- Flexible Work Policy
- Respect at Work Policy
- Code of Conduct
- Workplace Behaviour Policy