DIVERSITY AND INCLUSION POLICY

Introduction

This policy provides a framework to embed and support a diverse workforce and inclusive workplace environment at Foley Wines Limited (FWL).

This policy sets out how FWL will set measurable objectives for achieving diversity and inclusion, and how it will assess its progress towards achieving these objectives. The policy also sets out the diversity and inclusion initiatives FWL currently has in place, together with the initiatives it is currently implementing.

Objective

FWL is committed to achieving a diverse workforce and inclusive workplace environment in order to leverage the business benefits of diversity and inclusion.

FWL recognises that a diverse workforce, where each employee brings their own unique skills, background and knowledge to their work, is a key competitive advantage. FWL also recognises that an inclusive workplace environment leads to higher employee engagement, which ultimately results in more innovative work behaviour, better decision making and increased productivity and performance.

FWL's commitment to diversity and inclusion extends to all aspects of its business, including:

- appointment of directors;
- appointment and retention of employees;
- performance management and remuneration;
- flexible workplace practices and work-life balance;
- leadership development; and
- people management and succession planning.

Application

This policy applies to all directors and all employees (including secondees, contractors and consultants) of FWL.

Measurable objectives

FWL's Board will set measurable objectives for achieving diversity and inclusion and will assess FWL's progress towards achieving the measurable objectives annually.

At the end of each financial year FWL will report progress towards achieving the measurable objectives in its annual report.

Initiatives

FWL currently has in place the following diversity and inclusion initiatives:

- FWL's Safety & HR Adviser monitors diversity at FWL and reports to FWL's Board via the Chief Executive Officer (CEO) on diversity-related matters each year.
- A diversity and inclusion scorecard, which measures relevant metrics such as employee composition by gender, age and ethnicity, and is presented to FWL's Board each year.

FWL is currently implementing the following diversity and inclusion initiatives:

- Establishing an education programme for employees on different diversity and inclusion topics, including unconscious bias, bullying and harassment, wellness and inclusion in the workplace.
- Establishing recruitment procedures which ensure that a wide range of potential candidates are considered at all levels of FWL, including at Board and senior manager level.
- Conducting regular remuneration reviews to ensure that there is pay equity at all levels of FWL to minimise inadvertent discrimination that may affect retention and career progression.
- Reviewing FWL's human resources policies to promote the importance of diversity and inclusion at FWL, including flexible workplace practices and work-life balance.
- Establishing a leadership development programme to give FWL's employees opportunities to develop as leaders in the future.
- Establishing a diverse pool of candidates as part of FWL's people management and succession planning processes.

Policy Review

This policy will be reviewed by the Board annually.