1. Overview

Coles is committed to providing a workplace that embraces and celebrates inclusion and diversity.

Coles recognises that its team members are its most important asset and is committed to maintaining and promoting inclusion and diversity. Coles’ vision for diversity is to create and maintain a safe, inclusive and diverse workplace that is reflective of all the community and customers we serve. Coles recognises that diversity improves its ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

The Board has formally approved this Diversity Policy (Policy).

Principles

Coles’ diversity focus is on five key areas:

- Gender Balance – empowering all team members to access and enjoy the same opportunities to build great careers at Coles, regardless of gender;
- Indigenous – creating opportunities, raising awareness, sharing stories, strengthening relationships with our Indigenous team and communities;
- Accessibility – improving the accessibility of our stores, sites, workplaces and digital platforms for team members and customers with disability;
- Flexible working – supporting and empowering all team members to balance their work and life commitments through a flexible working culture; and
- Pride – creating a safe and supportive workplace for all team members by driving awareness and education on important LGBTI topics.

2. Promoting diversity

In order to facilitate greater diversity in management and leadership roles, Coles will:

- introduce and supplement the measures outlined in this Policy;
- implement programmes and policies which address impediments to diversity in the workplace (such as parental leave and flexible working arrangements that assist team members to fulfil their domestic responsibilities), and review these to ensure that they are available to and utilised by people of different genders, ethnicities and cultural backgrounds, disabilities, ages and educational experiences; and
- fund these programmes appropriately and monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented team members from a diverse range of backgrounds.

3. Measurable objectives

Each year the Board will set measurable objectives with a view to progressing towards a balanced representation of women at a Board and senior management level and in other identified leadership roles. All diversity and inclusion programmes and initiatives at Coles will be monitored by a management steering committee who will report on progress and make recommendations to the Board.

Performance against these objectives will be reviewed annually by the Board, as part of its annual review of the effectiveness of this Policy.

The Board will include in the Annual Report each year:

- a summary of Coles’ progress towards achieving the measurable objectives set under this Policy for the year to which the Annual Report relates; and
- details of the measurable objectives set under this Policy for the subsequent financial year.
4. **Gender representation review**

On an annual basis, the Board will review the proportion of women who are employed by Coles as a whole, in senior management positions and who are on the Board.

Coles will disclose in its Annual Report the proportion of men and women team members employed as a whole, in senior management and on the Board or, if applicable, Coles’ most recent ‘Gender Equality Indicators’ as defined by the *Workplace Gender Equality Act 2012* (Cth).

5. **Disclosure of Policy**

A summary of this Policy and Coles’ achievement of the Policy’s objectives will be disclosed in Coles’ Corporate Governance Statement.

6. **Review of Policy**

The Board is responsible for the review and oversight of this Policy. Management will periodically:

(a) review:

(1) the effectiveness of this Policy, its objectives and the strategies to achieve the objectives; and

(2) the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation; and

(b) report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.