



THE WAREHOUSE GROUP LIMITED

Diversity and Inclusion Policy

Purpose

One of TWG's core values is 'Do Good'. At TWG, we strive to create a workplace where our people feel they can bring their whole selves to work. Not only is this the right thing to do for our team members, we also believe there is overwhelming evidence that a diverse team and an inclusive workplace leads to more innovation, better decision-making, more opportunities for all our people and the communities we operate in, and better performance outcomes for the business. That's why we're committed to continuously identifying ways we can improve diversity and inclusivity at TWG.

At TWG diversity refers to those human differences of our team members including race, religion, gender, ethnicity, language, sexual orientation, disability, age and any other human difference that sets one individual apart from another, as well as the different ideas, backgrounds, and opinions people bring.

Inclusion refers to the cultural and environmental feeling of belonging and sense of uniqueness. It represents the extent to which TWG team members feel valued, respected, encouraged to fully participate, and able to be their authentic selves at TWG.

We are also committed to ensuring that all of our team members are treated fairly and with dignity and are not subject to bullying, harassment, sexual harassment or discrimination of any kind due to gender identity, ethnic or national origins, colour, race, marital or family status, sexual orientation, age, disability, employment status, religious belief, ethical belief, political opinion or any other prohibited reason.

Principles

TWG's approach to diversity and inclusion is based on the following key principles:

1. We want all TWG team members to bring their whole selves to work.
2. We are committed to recruiting and promoting a diverse range of talented team members taking into account their skills, qualifications and experience.
3. We support gender pay equity.
4. We support equal pay for equal work.
5. We promote flexible ways of working so all of our team members can work in a way that helps them perform their best work.
6. We recognise that a diverse team and an inclusive workplace leads to more innovation, better decision-making, more opportunities for all our people and the communities we operate in, and better performance outcomes for TWG.
7. We expect all of our leaders and team members to promote a diverse and inclusive workplace.



Diversity and Inclusion Measurable Objectives

The TWG Board is responsible for approving the measurable objectives that will help promote diversity and inclusion at TWG. The People & Remuneration Committee will review progress made against the measurable objectives and will report the objectives and progress against them in TWG's annual report.

RESPONSIBILITIES

TWG Board

The TWG Board is responsible for:

- Approving TWG's Diversity and Inclusion Policy.
- Approving the measurable objectives developed by management and the People & Remuneration Committee.
- Reviewing the effectiveness of the Diversity and Inclusion Policy and progress made against the measurable objectives.

TWG People and Remuneration Committee

The TWG People and Remuneration Committee is responsible for:

- Recommending measurable objectives for achieving the objectives of the Diversity and Inclusion Policy and promoting diversity and inclusion to the TWG Board.
- Assessing the effectiveness of the Diversity and Inclusion Policy and progress towards the achievement of the measurable objectives.
- Providing reporting on key diversity and inclusion metrics including without limitation gender diversity and gender pay equity.

TWG Group Chief Executive Officer and Chief Human Resources Officer

The TWG Group Chief Executive Officer and Chief Human Resources Officer are responsible for:

- Implementing the measurable objectives for achieving diversity and inclusion at TWG.
- Reporting to the People & Remuneration Committee on progress against the measurable objectives and any other diversity and inclusion initiatives implemented by TWG.

Review

The Board will review the Diversity & Inclusion Policy every two years to ensure it meets best practice standards and the needs of TWG.

Document Review:

Final approved: 31 March 2022

Effective date: 31 March 2022

Policy Approver: Board of Directors

Next review date: 31 March 2024

Policy owner: Chief Human Resources Officer