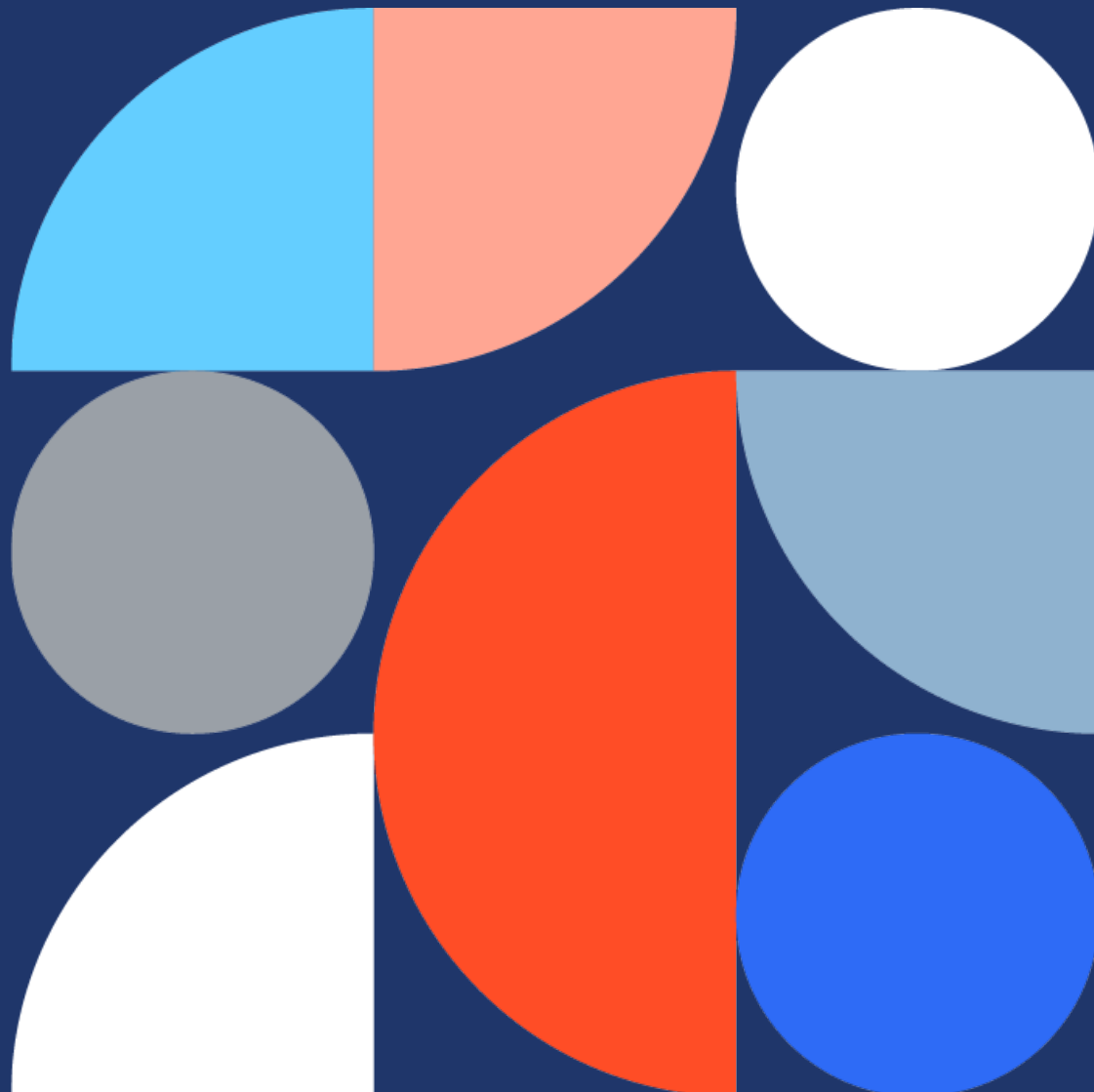




# Diversity, Equity, Inclusion & Belonging

## Our DEIB Commitment

FY24 – FY26



# Our DEIB Commitment

## Vision

Diversity, Equity, Inclusion and Belonging is at the heart of everything we do. All team members have an equal voice and opportunity to thrive. We foster a safe environment where our unique perspectives are celebrated, valued, and truly included and we can bring our authentic selves to work.

## Principles

- Our DEIB approach supports the Group Corporate Strategy and our Core Values
- We seek to continuously improve our endeavours to attract, retain and value people of diverse backgrounds, resulting in a workforce that reflects the communities in which we work and serve.
- Our DEIB pillars seek to acknowledge our people's unique voice, incorporating their feedback into our strategy shaping and resulting action plans.
- Our culture of respect for difference encourages collaboration and creative thought.
- We foster a psychologically safe, inclusive environment where all team members feel like they can be their authentic selves and truly belong.
- Everyone at every level has a shared responsibility for contributing to, and embedding DEIB into everything we do across the Jumbo Group. We hold each other accountable for enabling inclusive practices.

### Jumbo core values



**We are open  
and respectful**



**We are adaptable**



**We take ownership**



**We create  
possibilities**



**We exist for  
our customers**

## Our DEIB Pillars

### Accountability

We are transparent about our DEIB agenda, regularly communicate progress, and are accountable for delivering on our commitments

### Access

We offer equitable opportunities to all team members, taking into account individual needs and differences across our regions and across marginalised groups and identities

### Education

We strive to develop our understanding, appreciation and knowledge about the experiences, perspectives, and cultures of our different groups of people

### Community

We foster an inclusive and psychologically safe work environment where we have courage to use our voices and feel that we truly belong. We focus on nurturing connections within our communities

### Accountability, transparency, and communication

- ✓ Targeted action plan with links to Executive KMP remuneration
- ✓ DEIB Commitment and action plan communicated to all employees, with quarterly updates
- ✓ Opportunity for employees to participate in focus groups to shape our approach to DEIB initiatives
- ✓ Pay and gender equity indicators reported to WGEA
- ✓ Voluntary data collection points created to gather DEIB data on recruitment and workforce, used to inform decisions and track progress against goals

### Equitable access

- ✓ Company policies and programs designed to promote fairness, equality, and inclusion in the workplace
- ✓ Pay transparency internally and externally
- ✓ Pay equity analysis and action plan to reduce any pay disparities that cannot be explained by legitimate factors such as job responsibilities, experience, or performance

### DEIB focus areas and actions

### Education

- ✓ Delivery of impactful workshops by diversity experts on understanding 'equity' in the context of diversity and inclusion, why it's important, and actions each individual can take to drive equity
- ✓ Hiring managers trained on common unconscious biases impacting recruitment and strategies to reduce bias in hiring
- ✓ Mental Health First Aid training, supporting Jumbo to achieve our target of 1:25 Mental Health First Aid officers per employees
- ✓ Acknowledgement and celebration of days of cultural significance, including International Women's Day, Reconciliation Week and Pride Week

### Community and connection

- ✓ Supporting local communities through company sponsored activities aligned with our core values
- ✓ Implementation of a real-time anonymous feedback platform for employees, encouraging our team to voice their concerns and express their opinions and ideas
- ✓ Engagement with Reconciliation Australia and celebrating our endorsed Reconciliation Action Plan