

DIVERSITY AND INCLUSION POLICY

Introduction

At Regrow, we believe in using our talents and heart to make the world a better place. We believe in the life led by the purpose and work aligned with the personal mission. Our company recognises the desire of our employee and all fellow humans to be recognised as individuals and have equitable, fair and inclusive work space, where decisions are driven by merit not preconceptions. That is why we aim to create inclusive and flexible workplaces that support and enable everyone to reach their full potential and created opportunities for groups that may be disadvantaged.

Scope and Application

This policy applies to all employees in the United States or America, Australia and overseas, as well as contractors and consultants engaged with Regrow.

Our commitment

Diversity and inclusion sits at the heart of Regrow and everything it does. We recognise the value of attracting, engaging and retaining employees with different backgrounds, experience and perspectives. Harnessing these differences, creates more productive and inclusive workplaces, and drives innovation, creativity, problem solving to better serve our customers and communities.

We recognize and respect qualities that are unique each member of our team including gender, cultural background, age, religion, disability, sexual orientation and gender identity.

Regrow will not tolerate unlawful discrimination, harassment, workplace bullying or victimisation in the workplace. Each and every one of us takes responsibility for fostering diversity and inclusion and treating each other with mutual respect.

Areas of Focus

At Regrow, we are committed to a culture that embraces and fosters diversity and inclusion across all levels of the business. We will achieve this through eliminating stigmas and limitations, and creating a culture of inclusion through the promotion of education, awareness and mutual understanding.

Regrow has the following goals:

- Gender Balance – To increase the representation of women in senior leadership roles and recognise that improving gender equity provides benefits for our employees, customers and communities
- Pay Equity – To ensure that employees doing work of equal value receive equal pay.
- African American, American Indian, Hispanics and Latinos, Aboriginal and Torres Strait Islanders (Australia) – To support the recruitment, retention, development and

career progression of African American, American Indian, Hispanics, Latinos, Aboriginal and Torres Strait Islanders.

- Multiculturalism – To create a workplace that reflects our multicultural society and leverage the experiences of our diverse population
- People with Disability – To create a culture that is respectful, inclusive and accessible to people with disability including employees and customers
- Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Inclusion – To create a culture that fosters workplace inclusion for all LGBTI employees
- Age – To create a culture which values the contributions of all generations

Principles We Apply

To achieve a diverse and inclusive workplace, we apply the following principles:

We create inclusive environments, based on respect

We create inclusive environments, based on respect. We encourage a range of ideas, perspectives and styles - know there is more than one right way to do things. We challenge the “way we have always done it” and speak up about inappropriate comments or behaviour.

Leadership is the key to an inclusive culture

Our leaders visibly support and drive our culture based on mutual respect. We value the unique contributions of each person, recognize our biases and assumptions, and drive change to ensure diverse teams can succeed and deliver.

Diversity is our core business

As a leader in diversity, we add value to our customers and help them achieve their diversity strategies and goals by leveraging our expertise. We will work with our customers to achieve change for all women including:

- gender neutral parental leave policies,
- flexible work arrangements,
- professional development,
- pay equity,
- targets to improve representation of women in leadership,
- purchased leave,
- programs to support return to work from parental leave,
- employee assistance programs,
- domestic and family violence,
- private spaces for breastfeeding and expressing.

Progress is regularly reviewed

We set clear targets with concrete goals and actions that are regularly reviewed. We will be open and transparent about our achievements and progress against targets through public reporting in our Annual Report and regular reporting to our employees.

We will also review and monitor the effectiveness of our policies and practices to reduce bias, both conscious and unconscious, on a regular basis, and share our learnings with our employees and customers.

We celebrate diversity and share success stories

We recognize and celebrate key events promoting the successes of our diverse employees and customers. This includes International Women’s Day, The International Day for the Elimination of Racial Discrimination, National Reconciliation Week, NAIDOC Week, Wear It Purple Day, International Day for the Elimination of Violence Against Women; International Day of People with Disability.

Diversity is about getting the best talent.

We embrace the diversity of thought and capability brought by people of differing cultural backgrounds, gender, age, ability, experiences and perspectives. As a business, we recognize the need to capitalize on the skills and talents of all parts of our diverse community and reflect the market place in which we operate.

Incorporating diversity into our supply chain makes good business sense

We will secure quality products and services and achieve value for money through commercial relationships with suppliers from diverse communities. By tapping into a diverse supplier base, enables us to find out about new ideas, apply different approaches, and gain access to additional solutions that respond to our customer needs.

We advocate for change and engage with our communities

We engage with our local communities and seek change through advocacy and thought leadership Regrow will continue to advocate for change and work with government, business and community to advance diversity and inclusion in the broader society.

Further Information

To discuss Regrow’s diversity and inclusion policy, please speak with your manager. Alternatively contact Anastasia or Bill if you have any concerns.

Approved By	<i>Anastasia Volkova, CEO</i>
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