

1. Overview

Endeavour Group is committed to an inclusive workplace that embraces and promotes diversity. We value, respect and seek to leverage the unique contributions of people with diverse backgrounds, experiences and perspectives to run a successful and sustainable business that serves and supports an equally diverse community. A workplace with a culture that allows team members to feel included and encouraged to bring their whole selves to work creates better experiences for all stakeholders.

2. Principles

This policy provides a framework for new and existing diversity and inclusion related initiatives and policies within our business.

We recruit, reward, develop and promote our team based on assessment of individual performance, capability and potential. Our business leaders are committed to creating an environment where everyone can be themselves and to providing opportunities that allow all team members to reach their full potential irrespective of individual background or difference.

3. Objectives

Endeavour Group will establish diversity-related measurable objectives. Assessment of these objectives and review of progress will be carried out on an annual basis by the People Performance Committee, which will report its assessment and make recommendations as appropriate. Progress against targets will be included in Endeavour Group's annual reports.

Endeavour Group has a number of objectives in place to demonstrate our commitment to diversity. These objectives include:

- Setting targets to achieve a representation of women performing senior leadership roles.
- Continuing to address systemic barriers that may prevent women from progressing to senior roles within the business.
- Ensuring lesbian, gay, bisexual, transgender, queer (or questioning), intersex and asexual (LGBTIQA) team members are comfortable bringing their whole selves to work.
- Ensuring recruitment practices and processes do not limit access to employment opportunities for any person.
- Ensuring all policies and practices are inclusive and enable team members to work effectively.
- As part of Endeavour Group's commitment to the reconciliation process, Endeavour Group will develop and implement a Reconciliation Action Plan.
- Providing people with a disability with employment opportunities and career advancement.

- Continuing to recognise and celebrate our multicultural diversity and grow our workforce to reflect the culturally diverse communities we serve.
- Ensuring Endeavour Group is an employer of choice for people at all life stages.

4. Measures and Accountabilities

The CEO and the Chief People Officer will monitor the progress and report to the People Performance Committee on the effectiveness of diversity-related initiatives, including progress against measurable objectives on a bi-annual basis.

5. Reporting

Endeavour Group will meet all external reporting requirements of the *Workplace Gender Equality Act 2012* (Cth), once required and Corporate Governance as determined by the *Corporations Act 2001* (Cth) to the standard expected and timelines published.

6. Forms / Related Documents

[Code of Conduct](#)

Policy changes	This policy may be changed at any time, and does not form part of any team member's contract of employment or engagement. Version 1
Policy Approver	People & Performance Committee
Policy Owner	Head of Organisational Effectiveness
Exceptions Approver	Chief People Officer
Policy Reviewer	People & Performance Committee
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