



# Diversity and Inclusion Policy

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Myer Holdings Limited

119 085 602

Adopted by the Board on 19 March 2018

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## 1 Commitment

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Myer aspires to create a diverse and inclusive workplace that enables all team members and people leaders to reach their full potential and contribute to Myer's commercial success. Diversity refers to all the ways in which we differ. Diversity includes, but is not limited to gender, age, disability, sexual orientation, religion and cultural background. Inclusion occurs when the diversity of people are respected and connected, contributing to organisational success. In order to have a properly functioning diverse and inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will also not be tolerated.

## 2 Application

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This Policy applies to the Board, as well as all other officers and team members of Myer and also extends to contractors, consultants and anyone else we interact with in our work.

## 3 Benefits

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An organisation that focuses on the diversity of people and thought creates a culture that values the individual and encourages fresh ideas enabling greater productivity, more innovation and highly engaged teams with stronger capability.

Myer's commitment to diversity and inclusion helps the organisation understand our customers and their needs, facilitates positive supplier relationships and includes the communities we are a part of, which in turn, delivers a strong competitive advantage.

## 4 Principles

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This Policy is supported by the Myer Diversity and Inclusion Framework and its three pillars:

1. How we lead
2. How we work
3. How we include each other and the communities we serve

Myer's approach to diversity and inclusion extends to all work practices across the business including, talent acquisition, leadership development, training, talent and succession planning, remuneration, career progression, and policies and flexible work arrangements that maintain a safe and inclusive working environment. Myer also acknowledges that in order to have a diverse and inclusive workplace, discrimination, harassment, vilification and victimisation will not be tolerated.

## 5 Progress and Accountability

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### 5.1 Development and implementation

The Board is responsible for ensuring that strategies and initiatives to promote diversity and inclusion are developed and maintained on an ongoing basis. The Human

Resources and Remuneration Committee is responsible for reviewing this policy and its effectiveness annually and reports their findings to the Board.

The Chief Executive Officer (CEO) is responsible for implementing these strategies and initiatives.

## **5.2 Measurable objectives**

The Board is responsible for establishing measurable objectives for achieving gender diversity.

The measurable objectives, and the progress towards achieving them, will be assessed annually by the Human Resources and Remuneration Committee. The objectives and progress will be published in the Annual Report each year.

The achievement of these outcomes is included in the CEO's objectives and the charter of the Human Resources and Remuneration Committee also reflects these accountabilities.

## **5.3 Gender Equality Indicators**

As a relevant employer, Myer reports to the Workplace Gender Equality Agency (WGEA) and meets WGEA's most recent gender equality indicators.

These public reports will be completed annually and made available to all employees and shareholders of Myer.