



Diversity and Inclusion Policy

Vision

Woolworths 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 provide exceptional customer service to 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, enables diversity to flourish, creating better experiences for our team and customers, and improved business performance.

Objectives

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

Woolworths Group has a number of objectives in place to continually work towards our Vision. These objectives include:

1. Continue to increase the number of women performing senior roles.
2. Continue to address systemic barriers that may prevent women from progressing to senior roles within the business in both operational and specialist support areas.
3. Ensure LGBTI team members are comfortable bringing their whole selves to work.
4. As part of Woolworths Group's ongoing commitment to the reconciliation process, continue to assist Aboriginal and Torres Strait Islander Peoples to access employment opportunities through our business and implement all other deliverables outlined in our Reconciliation Action Plan.
5. Provide people with a disability employment opportunities and career advancement.
6. Continue to recognise and celebrate our multicultural diversity and grow our workforce to reflect the culturally diverse communities we serve.
7. Ensure Woolworths Group is an employer of choice for people at all life stages.

Principles

This policy provides a framework for new and existing diversity 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.



Measures and Accountabilities

The CEO and the Chief People Officer will monitor the progress and report to the People Policy Committee on the effectiveness of diversity related initiatives, including progress against measurable objectives.