

Diversity Policy



LT Foods Ltd.

1. Vision

LT Foods Limited and its subsidiaries embrace a strong belief in the advantages of an inclusive workplace in which individuals of varied backgrounds and perspectives are welcomed, encouraged and given the opportunity to contribute to their full potential.

We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences and perspectives to provide exceptional customer & consumer service to an equally diverse community. We recognise that team members will assume changing **domestic** responsibilities throughout their careers.

We believe that diversity maximises opportunities to achieve our business goals by:

- a. attracting, retaining, and developing the very best talent;
- b. increasing employee engagement and productivity;
- c. delivering Best experience to the customer & consumer, together as one team;
- d. seizing opportunities for creative problem-solving and innovation;
- e. growing our business through our informed understanding of the diverse markets in which we operate.

2. Objectives

In line with our vision, we have underline objectives

- a. Continue to recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity.
- b. Continue to be gender diversity compliant
- c. Continue to create programs that prepare women to take on senior roles within the business both in operational and specialist support areas
- d. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education

3. Principles

This policy provides a framework for new and existing diversity related initiatives and polices within our business. We reward and promote our team based on assessment of individual performance, capability and potential. Our business leaders are committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

4. Measures and accountabilities

The CEO and Director of HR will monitor the progress and report to the Board on the effectiveness of diversity related initiatives, including progress against measurable objectives.

A steering committee will make recommendations on diversity related initiatives, monitor and evaluate their implementation and ensure that diversity related programs of work are progressing correctly and successfully.

5. Leadership Responsibilities

LT Foods expects that its managers will embrace the challenge of achieving positive diversity outcomes as a significant opportunity for our business. Managers will:

- a. demonstrate a commitment to diversity that is visible and unambiguously aligned with the diversity policy and its related objectives;
- b. support our people to balance their career and home-life, and to promote work flexibility consistent with business success;
- c. foster individual career development in accordance with the company's diversity objectives, and make decisions on selection and promotion on the basis of merit;
- d. diligently work to create an environment where people demonstrate respect for others and which is free from unlawful discrimination, harassment and bullying; and
- e. support individuals to quickly and respectfully resolve concerns or complaints that arise in the context of LT Foods diversity commitments.

6. Individual Responsibilities

In addition to the responsibilities exercised by managers, LT Foods expects each individual will:

- a. demonstrate consideration for the cultural and social differences of the people with whom they work;
- b. communicate with others courteously and respectfully;
- c. act to prevent or stop unlawful discrimination, harassment and bullying in their workplace;
- d. raise any diversity concerns quickly with their manager or HR representative;
- e. where a concern related to obligations under this policy has been raised, engage quickly and constructively to resolve that concern; and
- f. participate in initiatives that support the achievement of LT Foods's diversity objectives.

7. Resolving concerns under this policy

LT Foods recognizes that individuals may become concerned about non-compliance with the obligations set out in this policy. LT Foods encourages people to raise any such concerns quickly and constructively to achieve prompt resolution.

Where an individual is concerned that someone's behaviour is inconsistent with this policy, it may be appropriate that they raise their concerns directly with that person. If the individual feels uncomfortable approaching the person directly, or if the issue cannot be resolved through direct discussion, then the concerned individual should quickly speak about the issue with a relevant manager. If the individual does not feel comfortable talking about their concern with a manager, then they should quickly speak with Human Resources. LT Foods will act to resolve such issues quickly, respectfully and constructively.