



Diversity Policy

Bellamy's Australia Limited

ACN 124 272 208

1 Commitment

Bellamy's is committed to creating a fair and inclusive work environment that embraces diversity and recognises its contribution to Bellamy's commercial success.

Diversity encompasses differences in backgrounds, education and life experiences. It includes factors such as gender, age, ethnicity, cultural background, language and disability.

The workforce of Bellamy's comprises individuals with diverse skills, backgrounds, perspectives and experiences and this diversity is valued and respected.

Bellamy's diversity policy, that has meritocracy as a guiding principle, seeks to align Bellamy's management systems with its commitment to continue to develop a culture that values and achieves diversity in its workforce and on its Board.

In its annual report, Bellamy's will disclose the measureable objectives for achieving diversity and progress toward achieving them and will also disclose the proportion of women in the whole organisation, women in senior positions and women on the Board.

2 Application

This policy applies to the Board, as well as all other officers and employees of the Bellamy's Group and also extends to contractors, consultants and anyone else we interact with in our work.

3 Benefits

A business that reflects and respects the diversity of Bellamy's customers will enable Bellamy's to better understand and meet our customers' needs.

The wide variety of skills and perspectives that diversity brings will promote innovation and help Bellamy's business succeed.

4 Principles

Bellamy's is committed to the development of sustainable and responsible business practices in order to achieve its diversity objective. Bellamy's approach to diversity is therefore underpinned by key principles including:

- maintaining a respectful, safe and inclusive working environment that is respectful of individual differences and attributes (including domestic responsibilities);
- eliminating artificial barriers to career progression by providing support and mentoring, and by developing and offering flexible work practices to meet the differing needs of employees in the context of business requirements;
- recruiting and retaining a skilled and diverse workforce;
- employing a fair and effective process for appointment to roles based on relative ability, performance and potential; and
- fostering a culture, including through education and training, that rewards people for furthering the objectives under this policy.

5 Process and accountability

5.1 Development and implementation

The Board, together with the Remuneration and Nomination Committee, is responsible for ensuring that strategies and initiatives to promote diversity are developed and maintained on an ongoing basis.

The Managing Director/CEO is responsible for implementing these strategies and initiatives.

The Board is responsible for reviewing this policy and its effectiveness annually.

5.2 Measurable objectives

The Board is committed to workplace diversity and is proud of the focus and current level of gender diversity in place throughout the organisation.

To further enhance these achievements the Board, together with the Remuneration and Nomination Committee, will establish measurable objectives for achieving gender diversity.

The measurable objectives, and Bellamy's progress towards achieving them, will be assessed not less than annually by the Board (on recommendation of the Remuneration and Nomination Committee), and will be reported on in the Annual Report each year.

The achievement of these outcomes is included in the Managing Director/CEO's objectives and the charter of the Board also reflects these accountabilities.

5.3 Reporting on Diversity

The Board will disclose the measurable objectives and the progress towards achieving them in the Company's annual report.