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DIVERSITY POLICY

1. PURPOSE OF THIS POLICY

This Policy sets out Metcash Limited's policy in relation to promoting and maintaining Diversity within the Metcash Group.

2. APPLICATION

This is a policy of the Board of Directors of Metcash. This Policy applies to all employees, directors and officers of the Metcash Group.

3. POLICY

3.1 Metcash recognises the benefits to be gained from a workforce that brings together a range of skills, backgrounds and experiences. By maintaining a diverse workforce, Metcash seeks to attract and retain the best talent to deliver the best results for Metcash and its shareholders.

3.2 Metcash recognises that Diversity within the Metcash Group will contribute to achieving Metcash's overall strategic objectives by:

- (a) Driving business results;
- (b) Encouraging greater innovation;
- (c) Enhancing Metcash's reputation; and
- (d) Attracting, recruiting, engaging and retaining a diverse team of high quality people.

3.3 To promote and maintain Diversity within the Metcash Group, Metcash aims to focus on:

- (a) Identifying and removing any barriers to Diversity that may exist within the company to create an inclusive and supportive organisation, which enables employees to develop to their full potential;
- (b) Appreciating and respecting the unique diversity that each individual brings to the workplace;
- (c) Recruiting and managing on the basis of an individual's competence and performance;

- (d) Actively monitoring recruitment, promotions and turnover, particularly in relation to gender activity;
- (e) Undertaking Diversity initiatives and measuring their effectiveness;
- (f) Building the executive pipeline within the company to assist talented individuals to develop the skills and experience needed to progress to senior roles;
- (g) Providing Diversity education, training, mentoring programmes and other developmental awareness programmes;
- (h) Raising awareness of the advantages of Diversity through training of senior executives, managers and employees;
- (i) Creating a culture that empowers and rewards people to act in accordance with this Policy, including the Measurable Objectives set by the Board;
- (j) Recognising that employees at all levels of the Company may have domestic responsibilities and family commitments; and
- (k) Endeavouring to eliminate discrimination, harassment, bullying and other inappropriate behaviours from the workplace.

4. MEASURABLE OBJECTIVES

Metcash intends to set measurable targets, produce regular workplace profiles and report on progress to achieving its stated diversity objectives.

The Company will increase its efforts in relation to improving the proportion of women employed at all levels of the workplace. Some of these inputs will include; the number of female applicants to vacant positions, the number of female appointments to positions and the number of females on interview committees.

5. ATTRACTION, SELECTION AND PROMOTION OF DIVERSITY IN THE WORKFORCE

It is acknowledged that Metcash operates in a highly competitive marketplace where the demand for high calibre employees is particularly strong. It is for this reason that the Company seeks to ensure that its recruitment and selection procedures are completely inclusive, based on the principle of “the best person for the job” and that no segment of the working population is excluded from consideration for employment opportunities within Metcash or is treated less or more favourably than another.

The Company intends to provide opportunities to attract and develop Aboriginal and Torres Strait Islanders.

Given the disproportionately small representation of women employed by Metcash, the Company intends to:

- Actively encourage women to apply for vacant positions.
- Create and foster a female talent pool.
- Require external recruitment providers to provide a balance of talented and qualified men and women in a candidate shortlist.
- Ensure attraction and selection process and tactics are targeted at sourcing talented and qualified women.

6. WORK / LIFE BALANCE

Metcash recognises the significant changes that have occurred in our society over time and that as new generations join the workforce new challenges and expectations come with them.

Of particular concern to new generations is the need to balance work and family responsibilities.

While the Company will still measure individuals by the quality of their output, behaviour and contribution to the company, it is a goal of Metcash to create a workplace that is fair, flexible, and inclusive and that promotes personal and professional development to the benefit of all.

Already in place to assist individuals achieve that balance are policies such as:

- Flexible working hours
- Part-time work
- Purchase of additional annual leave
- Company paid parental leave
- Carer's leave
- Compressed working week
- Well-being days etc.

7. REVIEW OF POLICY

The Nomination and Remuneration Committee, with assistance from Management, will conduct annual reviews of this Policy (which will include review of the effectiveness of the Policy) discuss any required changes with the Board and ensure that any revisions to this Policy are approved by the Board.
