



Equal Opportunity and Diversity Policy

Noumi Limited
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Table of Contents

Corporate Governance Policy – Equal Opportunity and Diversity	3
1. Introduction.....	3
2. Application.....	3
3. Objectives.....	3
4. Responsibilities	3
5. Grievances	4
6. Related Policies	4
7. Alignment with the Noumi values	5
8. Review.....	5

Corporate Governance Policy – Equal Opportunity and Diversity

1. Introduction

- 1.1 Noumi Limited (the **Company**) is committed to the principles of equal employment opportunity and diversity to uphold equitable treatment in the workplace and to support an environment that is free from discrimination, bullying, harassment and victimisation. The Company acknowledges the positive outcomes that can be achieved through a diverse workforce and believes our strategic purpose of '*Imagining a Healthier Tomorrow*' supports this.
- 1.2 The Company is committed to equal opportunity and diversity as a means of fostering equitable opportunities and treatment for all employees. Noumi recognises that, by doing so, it will enhance the Company's performance and competitive advantage through the contribution of diverse skills and talent from all Noumi employees and those who are engaged by Noumi.
- 1.3 In order to sustain successful development and growth, the Company is committed to building a high-performance, high-integrity culture, that recognises and promotes equal opportunity, and a diverse workforce selected and developed on the basis that our people display the best talent for the work they are performing.
- 1.4 The Company's values and continuous improvement processes are underpinned by our mission of *Positive Nutrition*, and it is recognised that a diverse workforce contributes to this mission.
- 1.5 The Policy was adopted by the Board on 24 March 2023.

2. Application

- 2.1 This policy applies to all people who work at the Company, including directors, officers, employees, contractors, and consultants – who are all responsible for contributing to building and maintaining a culture that promotes equal opportunity and diversity in the workplace. This policy applies to work and work-related activities (including work-related functions) both at and away from Noumi's premises.
- 2.2 For the purposes of this Policy, "Diversity" includes, but is not limited to, gender, age, marital or family status, ethnicity, sexual orientation, gender identity, religious beliefs, disability, socio-economic background and cultural background.

3. Objectives

The Company is committed to attracting, recruiting, engaging, and retaining diverse talent and building a company culture that is free from discrimination, harassment, bullying and victimisation.

The objectives of this Policy are to:

- 3.1 continue to build a company culture that provides a safe and professional working environment that supports equal opportunity and diversity in the workplace whilst maintaining our strong commitment to high performance;
- 3.2 continually promote inclusiveness, respect, and diversity, and value individuals for their diverse skills, experiences, backgrounds, and attributes;
- 3.3 implement policies, programs, procedures, and processes that are free from bias, and continue to support equal opportunity and diversity across all areas of the business. As part of this objective, the Company supports requests for flexible working arrangements in line with the National Employment Standards; and
- 3.4 support the recruitment process of new employees via diverse pools of qualified candidates, who have the combination of attributes and experience to contribute to building our high-performance, high-integrity culture and deliver great results.

4. Responsibilities

All directors, officers, employees, contractors, and consultants are responsible for the implementation of, and compliance with, this policy to foster a workplace that is free from discrimination, harassment, bullying, victimisation or vilification. All people leaders and their team members are responsible for fostering an inclusive culture, where individual differences are respected.

We monitor and manage our systems, processes and practices to follow respect@work guidelines and to strengthen equal opportunity for all.

4.1 Noumi employees have a responsibility for:

- Understanding and complying with this policy by completing relevant training as and when required;
- Conducting themselves in the workplace in accordance with this policy;
- Treating work colleagues and others in accordance with the principles of this policy and other policies.

4.2 Noumi People Leaders have responsibility for:

- the governance of this policy, including its regular review and the monitoring of its effectiveness;
- ensuring that team members are aware of the Equal Opportunity and Diversity Policy and the identification and prevention of discriminating practices; and
- creating and maintaining an inclusive workplace by role modelling inclusive behaviours.

4.3 Team Members are accountable for:

- contributing to, and maintaining, an inclusive workplace;
- reading and understanding Noumi's policies; and
- respecting the diversity of others and demonstrating inclusion through their behaviours.

4.4 The Board is responsible for:

- Reviewing this policy from time to time;
- Upholding a work environment that is free from discrimination, harassment, bullying, victimisation or vilification.

5. Grievances

5.1 Internal grievances or complaints are encouraged to be reported by contacting either the Chief Executive Officer, the Chief People and Culture Officer or the Group General Counsel. The Whispli App can also be utilised as a means of lodging an anonymous grievance or complaint. All grievances or complaints relating to the Equal Opportunity and Diversity Policy will be addressed consistent with Noumi's Employee Grievance Policy.

5.2 External complaints relating to the Equal Opportunity and Diversity Policy will be referred to the Chief People and Culture Officer for action in accordance with relevant legislation and Noumi's Policy.

5.3 Non-compliance with this policy by any employee may result in disciplinary action.

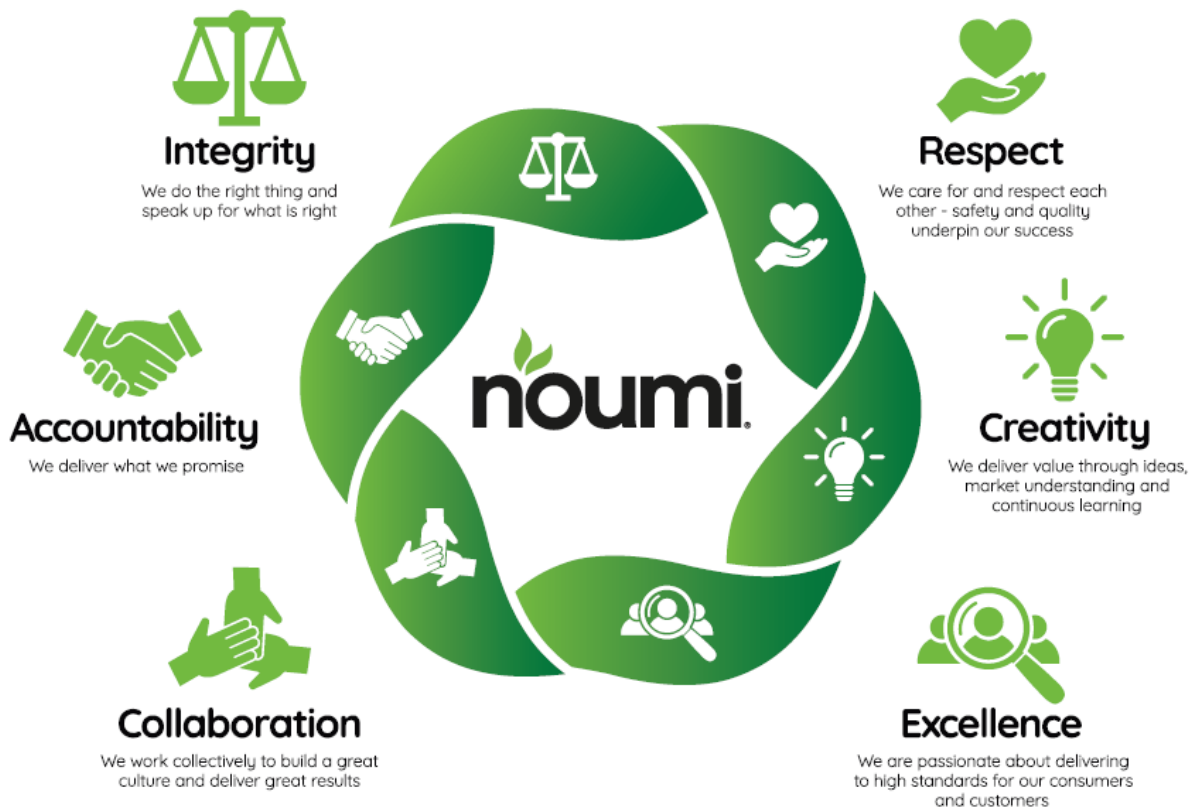
6. Related Policies

This policy is to be read in conjunction with, but not limited to, the following Noumi policies:

- Code of Conduct;
- Whistleblower & Improper Conduct Policy;
- Bullying, Discrimination and Harassment Prevention Policy;
- Employee Grievance Policy;
- Recruitment and Selection Policy.

7. Alignment with the Noumi values

The Noumi values guide the continuous sustainable development of our high-performance, high-integrity culture, and support our Noumi equal opportunity and diversity objectives.



8. Review

This Policy will be reviewed annually by the Board.