

TALENT THROUGH DIVERSITY POLICY

1. Purpose & Scope

Talent through Diversity is Orora's policy to promote and uphold diversity in the workplace. This policy sets out the principles and objectives for achieving "Talent through Diversity" and applies to all Orora team members.

2. Definitions

Diversity refers to the acceptance of the differences amongst individuals within our organisation and how we work together to value these differences and capture the benefits that these differences bring to the workplace and our business.

3. Principles of "Talent through Diversity"

Talent is a core organisational competency for Orora. Orora is committed to the attraction, recruitment, development and retention of the very best talent at all levels of the organisation. At Orora we believe that the promotion and embracing of diversity will allow us to better attract and retain talented individuals of diverse backgrounds and gender.

Furthermore, we seek to build a workforce that reflects the markets in which we operate and the makeup of society in general. Orora promotes equal opportunity in the workplace and recognises that discrimination and harassment of team members based on race, creed, disability, gender, marital or maternity status, religious or political beliefs, age or sexual orientation is unlawful and in breach of Orora's Corporate Code of Conduct and Ethics Policy.

Other diversity-related Orora policies, including those directed at workplace behaviour and flexibility to support individual team members' family and personal responsibilities, needs and concerns are also available on local intranets.

4. Objectives

"Talent through Diversity" provides a framework that supports Orora to achieve:

- Access to the broadest pool of available talent
- The best possible talent
- A welcoming workplace culture that embraces diversity at all levels of the organisation
- Recruitment practices that ensure fair and equitable selection process at all levels, where candidates are assessed on the basis of skills and capabilities

- Better business outcomes through a greater understanding of the diverse markets in which we operate
- Improved team member motivation and engagement
- Enhanced teamwork and creative problem solving

5. Responsibilities

All team leaders will demonstrate a commitment to talent through diversity as outlined in this Policy. In addition, team leaders will support team members to achieve an appropriate work-life balance, promote and reward team members based on skills, experience and merit, and ensure a workplace free from discrimination and harassment.

It is expected that all team members will also demonstrate a commitment to diversity as outlined in this Policy, and that team members will raise any concerns in relation to diversity, workplace discrimination or harassment with their direct manager or relevant HR representative.

6. Monitoring & Evaluation

In order to evaluate the ongoing effectiveness of this Policy, the Orora Board will establish measurable objectives for achieving gender diversity each year and assess annually both the objectives and the progress in achieving them.

On behalf of the management of Orora, the Group General Manager Human Resources is responsible for tracking and reporting the progress of all objectives contained in this Policy.

7. Reporting

The Group General Manager Human Resources will report to the Orora Board and the HR Committee on an annual basis.

Orora's Annual Report will include the following on diversity:

- Measurable objectives, set by the Board
- Progress and achievements against the set measurable objectives
- Number of female team members as a proportion of the total Orora workforce, as a proportion of the leadership population and as a proportion of the Board.