

## Purpose & Scope

Orora is committed to an inclusive workplace that embraces and promotes diversity. The success of the Orora group relies on having the best talent with broad perspectives and experiences, who are aligned to our values. This policy sets out the principles and objectives for achieving diversity and inclusion at Orora and applies to all Orora team members.

## Diversity

Diversity in this Policy means difference, in all its forms, both visible and not visible, and includes differences that relate to gender, age, cultural background, disability, family responsibility, religious or political beliefs, sexual orientation, differences in background and life experience, and interpersonal and problem solving skills.

## Principles

Orora is committed to:

- Attracting, recruiting, developing and retaining the very best talent at all levels of the organisation, and ensuring that our workplace is one where all team members, potential team members, customers, contractors, suppliers and other external parties are treated with dignity, courtesy and respect and which is free from unlawful or unacceptable behaviour, including discrimination, harassment, bullying and victimisation
- Creating an environment where everyone can be themselves
- Providing opportunities that allow all team members to reach their full potential irrespective of individual background or difference.

Orora considers unlawful and unacceptable behaviour in the workplace to be a very serious matter. Anyone who breaches this Policy by engaging in unlawful or unacceptable behaviour may face disciplinary action, which could include termination of employment or engagement. Individuals who break the law may also be personally liable.

Other diversity and inclusion-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.

## Objectives

This Policy provides a framework for new and existing diversity and inclusion related initiatives across our business, including:

- Access to the broadest pool of available talent
- The best possible talent, including through development of a diverse pool of skilled and experienced employees
- A welcoming and inclusive workplace culture that embraces diversity at all levels of the organisation, including maintaining connectedness of employees on parental leave
- Recruitment practices that ensure fair and equitable selection processes at all levels within the organisation and guard against any conscious or unconscious biases that might discriminate against certain candidates (including by ensuring that a diverse range of candidates are considered and candidates are assessed on the basis of their 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

## Responsibilities

Orora expects that all team members will demonstrate a commitment to diversity and inclusion as outlined in this Policy, and that team members will raise any concerns in relation to diversity, inclusion, workplace discrimination, harassment, victimisation or bullying with their direct manager or relevant HR representative.

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.

## Measurable Objectives

In order to evaluate the ongoing effectiveness of this Policy, the Orora Board will establish measurable objectives for achieving gender diversity each year in the composition of its board, senior executives and workforce generally and assess annually both the objectives and the progress towards achieving them.

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

## Reporting

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

The Board will report to shareholders each year on:

- a summary of Orora's progress towards achieving the measurable objectives set under this Policy for the year;
- details of the measurable objectives set under this Policy for the subsequent financial year; and
- the gender composition of its workforce as a whole, in senior management and on the Board or, if applicable, Orora's most recent gender equality indicators as defined by the Workplace Gender Equality Act 2012 (Cth).

## Review of this Policy

This Policy will be regularly reviewed and updated as required to ensure that it is operating effectively.