

PURPOSE

At Wesfarmers we encourage diversity and inclusion, and we believe this helps us achieve our objective of providing satisfactory returns to shareholders.

Through diverse and inclusive teams, we gain access to the best available talent, we harness creativity and problem solving and we have insight into our diverse customers and other stakeholders including the community. This enhances our performance and enables future growth.

Diversity can be visible or invisible and can include difference of gender, ethnicity, Indigeneity, thought, experience, religious beliefs, education, age, disability, family responsibilities, sexual orientation and gender identity.

Wesfarmers is committed to providing an inclusive workforce where everyone feels respected and safe. This means providing and promoting an environment that does not condone or tolerate inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification).

This commitment to inclusion and diversity aligns with the Wesfarmers values of integrity, openness, accountability and entrepreneurial spirit.

POLICY APPLICATION

The principles of this policy shall be complied with by all Wesfarmers team members across the Wesfarmers Group and by each of its divisions and wholly owned businesses.

This policy should be read in conjunction with the Wesfarmers Code of Conduct and the Wesfarmers Reconciliation Action Plan.

POLICY

At Wesfarmers, everyone has a part to play in actively and intentionally behaving with inclusion in mind.

Across the Wesfarmers workforce, management and the Board:

- (a) We value the diversity of our team members and a culture of inclusion at all levels and in all parts of our Group because it enables us to achieve our objective.
- (b) We empower team members to manage their productivity, effectiveness and personal situation. We will consider all requests for flexible ways of working.
- (c) The Wesfarmers Board has overall responsibility for:
 - (i) approving this policy and monitoring its effectiveness;
 - (ii) delegating responsibility to divisions for implementing inclusion initiatives and monitoring the effectiveness of that implementation;
 - (iii) setting measurable objectives for achieving gender diversity in the composition of the board, among senior executives and within the workforce generally and measuring progress towards achieving those objectives and considering any changes to those objectives; and
 - (iv) overseeing reporting on Wesfarmers Group inclusion initiatives, including in relation to each reporting period, the disclosure of the measurable objectives set for that period and Wesfarmers' progress in achieving those objectives.
- (d) The Corporate Office and each division have delegated responsibility for:
 - (i) identifying priority areas that each division / business regards as most important in driving inclusion and diversity (including gender balance); articulating how those priorities will be advanced; and designing and implementing programs and initiatives to help achieve the Group's measurable objectives;

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- (ii) communicating, driving and monitoring progress towards identified priority areas within the division / business and providing an annual divisional board paper on progress towards inclusion and diversity priorities; and
 - (iii) providing timely and transparent reporting to the Wesfarmers Board and / or external regulators including:
 - A. regular reporting on gender and Indigenous Australian representation across the total workforce;
 - B. an annual review of pay equity; and
 - C. an annual report lodged with the Workplace Gender Equality Agency in accordance with the obligations under workplace gender equality laws.

**POLICY
AMENDMENT**

This policy cannot be amended without approval from the Wesfarmers Board.

The Board will from time to time review this Policy to ensure that it meets the needs of the Wesfarmers Group, best practice standards and complies with the ASX Corporate Governance Principles and Recommendations.

LAST AMENDED September 2019
