

Diversity Policy

This Diversity Policy (“**Policy**”) applies to Fleetwood Limited and each of its subsidiaries (“**Fleetwood**”).

1. Overview

This Policy confirms the commitment of Fleetwood to achieving diversity in its workplace.

Fleetwood is committed to providing an inclusive and safe workplace that does not condone or tolerate inappropriate workplace behaviour, which includes discrimination, harassment, bullying, victimisation and vilification.

2. Scope

This Policy applies to all Fleetwood Employees.

Compliance with this Policy is mandatory for all Fleetwood Employees. Any Fleetwood Employee who breaches this Policy will face discipline, which could result in the termination of their employment.

Queries regarding implementation or interpretation should be directed to your manager or the Policy Owner.

The most current version of this Policy will be located on Fleetwood’s website at www.fleetwood.com.au/about/corporate-governance and on the intranet.

3. Purpose

Fleetwood Employees are expected to carry out their responsibilities in a manner consistent with this Policy and to promote diversity and discourage behaviour that is inconsistent with this Policy.

4. Policy statement

4.1. What is diversity?

Diversity recognises and values the contribution of people with differences of gender, age, disability, ethnicity, Indigeneity, marital or family status, religious beliefs, cultural background, sexual orientation, gender identity, socio-economic background, perspective or experiences.

4.2. Why is diversity important?

Fleetwood is committed to promoting equality within its culture and believes this is vital for developing and maintaining a high performing and positive workplace. Fleetwood strives to reinforce values of respect, equality, teamwork, innovation and accountability. Diversity is a consideration that forms part of Fleetwood’s long-term commercial success and strategy.

Fleetwood’s commitment to diversity will make it stronger and deliver benefits, including diversity of thought, improved business performance, enhanced service delivery and increased staff attraction, retention, motivation and satisfaction.

Fleetwood recognises the value and importance of diversity at all levels, and is strongly committed to:

- creating a high performance and inclusive culture that fosters, supports and celebrates diversity;
- recognising and respecting the value of individual differences;
- ensuring that all employees are treated with fairness and respect, and have access to equal opportunities in the workplace, including promotions and performance review;
- eliminating unlawful discrimination and inappropriate workplace behaviour such as bullying, harassment, vilification and victimisation;

- integrating equity and diversity principles into key people processes and practices; and
- designing and implementing strategies, programs and initiatives which promote, enable and harness diversity in the workplace, with the aim of adequately preparing appropriate candidates for senior management.

4.3. How will Fleetwood fulfil its commitment to diversity?

Fleetwood aims to fulfil its commitment to diversity by:

- adopting measurable objectives in respect of each reporting period for achieving diversity in the composition of its Board, senior executives and workforce generally and by assessing progress towards achieving those objectives and regularly considering methods for improvement;
- annually reviewing the proportion of women and other minority groups within Fleetwood, including in senior management and on the Board, and assessing this against industry standards where possible;
- ensuring recruitment and selection practices at all levels for full-time, part-time and casual employment are structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases which may discriminate against certain candidates;
- providing flexible working arrangements, as outlined in the Flexible Working Arrangements Policy, to ensure both male and female employees are supported in balancing work with domestic and other responsibilities;
- providing opportunities for employees on extended parental leave to maintain their connection with Fleetwood;
- annually reviewing employee remuneration against competence and performance with an emphasis on promoting diversity at all levels of Fleetwood;
- assessing and promoting gender pay equity;
- ensuring gender diversity in succession planning, restructures and operational changes; and
- considering when engaging contractors, suppliers and advisers whether they share Fleetwood's commitment to diversity.

4.4. Board Commitment and Sustainability Committee's responsibilities

The Board of Fleetwood recognises the important role it plays in supporting diversity and inclusion, and in the setting of Fleetwood's diversity agenda.

The Sustainability Committee is responsible for making recommendations to the Board about adopting and monitoring the measurable objectives described in this Policy.

The Sustainability Committee is provided with regular updates on organisational performance against key diversity metrics.

4.5. Reporting

Fleetwood will report annually on the measurable objectives adopted to achieve diversity and on the progress towards achieving those objectives.

Reporting on gender equality initiatives and outcomes is published and made available as required under the Workplace Gender Equality Act 2012 (Cth).

Our Employee Engagement Surveys contain demographic questions aimed at helping us understand the diversity of our workforce. These surveys also contain questions aimed at understanding employee perceptions of the adequacy and success of our diversity initiatives across our focus areas.

4.6. Raising a question, concern, or providing feedback

Employees with questions, concerns, or suggestions regarding diversity and inclusion are encouraged to raise them with their manager or HR Business Partner.

If your concern relates to a grievance about your treatment, or the treatment of others, you can report and resolve the matter either informally or formally (depending on preference) in line with the Grievance Procedure.

All reported concerns will be taken seriously and, if necessary, investigated promptly and impartially. Wherever possible, confidentiality will be maintained.

Employees can seek a confidential discussion with an external counsellor, by contacting our Employee Assistance Program (EAP) provider on 1800 468 001.

If a diversity or inclusion concern extends beyond interpersonal matters or raises potential misconduct, and the employee does not feel able to report it to their manager or HR Business Partner, it may be reported under the Speak Up Policy.

5. General

5.1. Definitions

Defined Term	Definition
Fleetwood Employees	means: a) the Board of Fleetwood and each Director; and b) all employees of Fleetwood, whether permanent or casual, full-time or ongoing, trainees or apprentices, and all contractors acting on behalf of Fleetwood.
Grievance Procedure	means the Grievance / Complaint Resolution Process Map – HRM 6.4.5
Policy Owner	means Executive General Manager – People, Safety & Communications

5.2. Related Policies and Procedures

This Policy is to be read in conjunction with Fleetwood's policies, procedures and charters including those as set out below:

Document Name	Description
Code of Conduct	Sets out the standard of conduct and behaviour that we expect and require of Fleetwood Employees
Flexible Working Arrangements Policy	Sets out the flexible working arrangements available at Fleetwood and advises Fleetwood Employees of the eligibility requirements and application procedure.
Grievance / Complaint Resolution Process Map	Outlines the steps for addressing, investigating, and resolving Fleetwood Employees' concerns in a fair and transparent manner.

Speak Up Policy	Sets out the framework and procedures for employees and others (such as contractors or suppliers) to report wrongdoing, unethical behaviour, or illegal activities within an organisation without fear of retaliation.
Sustainability Committee Charter	Sets out the roles and responsibilities of the Sustainability Committee in reviewing, monitoring and making recommendations to the Board of Fleetwood regarding the Fleetwood's ESG strategy, policies, and processes, including regarding human rights.

5.3. Review

The Board will review this Policy at least once every three years to ensure it is operating effectively and to consider whether any changes are required.