

	Human Resources Manual	Group: People and Culture Owner: People and Culture Manager
	Diversity Policy	Version: 01 Issued: 20 February 2020

Comvita Limited and its subsidiaries (“Comvita”) are committed to diversity in its employment and engagement of individuals at all levels of the organisation. This commitment is reflected in the company’s values and behaviours.

Diversity in this policy encompasses (without limitation) gender, ethnicity, age, sexual orientation, religious and cultural backgrounds.

Company Commitment

Comvita is committed to achieving the following goals:

- Providing access to equal opportunities at all levels of work based on merit;
- Pay parity;
- Attracting, recruiting, developing, promoting and retaining a diverse group of talented individuals;
- Fostering a culture that embraces and values diversity.

The Board believes that embracing diversity contributes to the achievement of Comvita’s corporate objectives and enables it to better represent the diversity of its stakeholders and markets. It also helps Comvita to recruit and retain the right people from a diverse pool of talented candidates which in turn enables the company to make decisions drawing on a wide range of ideas, experiences, approaches and perspectives that employees and board members bring to their roles.

The Comvita Board sets and reviews measurable objectives each year, designed to adhere to this Policy, with such objectives recommended to the Board by the Remuneration, People and Culture and Nominations Committee. The Board will assess annually both the measurable objectives and Comvita’s progress towards achieving them.

Implementation of this diversity policy will be led by the Chief Executive Officer and the Chief Corporate Services Officer.

Policy Review

This Policy was approved by the Board on 20 February 2020 and is reviewed annually.



Chair