



COMVITA **LIMITED** DIVERSITY & INCLUSION POLICY

Comvita Limited and its subsidiaries (“Comvita”) are committed to diversity in employment, as well as inclusion 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, education, socioeconomic background, religious and cultural background, and beliefs. A commitment to an inclusive culture means seeking out, identifying, understanding, and removing barriers to full participation and belonging and encouraging high levels of both individuality and belonging.

Comvita Diversity and Inclusion Philosophy

Comvita believes embracing diversity contributes to the achievement of its 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 stated objectives of this policy are to:

- a) Support delivery against Comvita’s core purpose: Working in harmony with bees and people in New Zealand to heal and protect the world;
- b) Provide access to equal opportunities at all levels of work based on merit;
- c) Sustain an equitable pay position across roles;
- d) Attract, develop, promote, and retain a diverse group of talented individuals;
- e) Foster a culture that removes barriers to full participation, and embraces and values diversity, and
- f) Ultimately achieve the organisation’s stated aspiration to be recognised as a best employer.

Diversity targets

The Comvita Board sets and reviews measurable diversity objectives each year. These objectives are designed to provide transparency around delivery against the intentions of this policy, and include by way of example:

- Pay parity measures;
- Diversity of senior leadership team
- Gender representation in senior leadership positions
- Gender and cultural representation in vocational development investment in New Zealand.

Objectives are recommended to the Safety & Performance Committee each year by Management, for Board approval. The Committee annually reviews Comvita’s progress towards achieving them.

Implementation and Review

This Policy was approved by the Board on 24 August 2021 and is reviewed annually. Implementation will be led by the Chief Executive Officer and the Chief Purpose and Transformation Officer.