



Diversity and inclusion policy

Goodman will provide a work environment in all locations around the world where diversity and inclusion are valued. This is consistent with the Goodman Values which specifically include Open+Fair and Team+Respect. Goodman recognises the importance of attracting a diverse range of team members who can challenge our thinking and come up with innovative ideas to carry us into the future.

Specifically we will:

- + Commit to providing an inclusive workplace free from bullying, harassment and discrimination
- + Support inclusion regardless of gender, marital or family status, sexual orientation, gender identity, age, ethnicity, cultural background, religious beliefs or disability
- + Implement recruitment and selection practices that provide for a diverse range of candidates and recruit, appoint and promote on the basis of merit, internally and externally
- + Provide appropriate access for all team members within Goodman for personal development, management skills development and career path opportunities
- + Create and implement programs that aim to increase career advancement opportunities for team members across the business globally
- + Recognise and embrace cultural differences that exist around the world
- + Be aware of and accommodate the needs of team members with family and carer's responsibilities, through flexible and contemporary work practices

- + Provide opportunities for team members on parental leave to maintain their connection with Goodman
- + Be aware of our customers' diversity and their expectations
- + Create an inclusive work environment where ideas and opinions are shared for the overall benefit of Goodman
- + Contribute to the community through a range of philanthropic channels
- + Review senior management achievements in relation to diversity and inclusion as part of the performance management process.

Governance

Goodman is committed to complying with the laws and practices in relation to diversity and inclusion. This policy should be read in conjunction with Goodman's other core policies including the Code of Conduct. This policy is available on the Goodman website and Intranet, the 'Greenroom'. This policy is covered as part of training for team members.

This policy has been approved by the Remuneration Committee and is effective from March 2020. Goodman will review this policy including its effectiveness every two years or earlier in response to any significant regulatory developments.

