

INCLUSION AND DIVERSITY POLICY

Goodman provides a work environment in all locations around the world where inclusion and diversity are valued. This is consistent with the Goodman Values which include Integrity and Innovation. 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, coaching and mentoring and career path opportunities so everyone can reach their potential
- + 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

- + Prioritise health and wellness so our people are healthy and productive
- + 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
- + Develop female talent by focusing on succession planning and talent development
- + Review senior management performance in relation to diversity and inclusion as part of the performance management process.

Governance

Goodman is committed to promoting a culture of inclusivity and diversity. This policy should be read in conjunction with Goodman's other core policies including the Group Code of Conduct.

This policy has been approved by the Remuneration and Nomination Committee and is effective from June 2023. Goodman undertakes to review this policy including its effectiveness annually or earlier in response to any significant regulatory developments.