



COMVITA LIMITED DIVERSITY & INCLUSION POLICY

Approved by the Comvita Board: 21 August 2023

Next Review Date: August 2024

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 and inclusion contributes to the achievement of its strategic goals 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.

Key principles shaping our global approach to diversity and inclusion:

- Foster a culture that identifies and removes barriers to full participation, including bias, micro-aggressions and discrimination;
- Deliver strategies that promote workplace equality, including equitable pay position across roles and career progression opportunities;
- Provide inclusive leadership and lead by example by making decisions based on merit, and being responsible for diversity and inclusion in the workplace;
- Promote inclusion by building our cultural competence and confidence across a broad range of cultures reflecting the team and market locations;
- Attract, develop, promote, and retain a diverse team that represents our consumers and global marketplaces to enable understanding of customers needs;

Ultimately Comvita aspires to be recognised as a best employer globally and understands embracing diversity and inclusion contributes to achieving this.

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.

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.