

Diversity & Inclusion Policy



OUR COMMITMENTS

At HQPlantations we believe and respect that diversity and inclusion is central to our values of Commitment, Drive, Integrity, Respect, and Adaptability and Our *Growing Together Culture*.

These values will drive our diversity and inclusion agenda, that promotes the need for all our people to be open to different ideas and cultures and support this in our workplace. This means a commitment to listening to each other (including our customers and stakeholders), treating everyone fairly, being inclusive, and valuing different perspectives.

HQPlantations is committed to providing an organisational culture and workplace that fosters diversity and inclusion throughout the company. We will achieve this by:

- treating all people with respect and fairness regardless of sex, sexuality, disability, age, race, ethnicity, religion, culture, or other arbitrary feature;
- developing an inclusive and representative workforce at all levels of the company;
- eliminating stigmas and limitations and creating a culture of inclusion through the promotion of education, awareness, and mutual understanding;
- creating and fostering equality through a supportive and understanding environment for all individuals to realise their maximum potential regardless of difference;
- promoting and supporting a strong, equitable and fair workforce comprising, accommodating, encouraging, and respecting a diverse range of individuals and views;
- providing visible leadership that fosters a culture free from discrimination, bullying, sexual harassment and other unlawful behaviour;
- ensuring that all staff feel included, valued, and respected and have access to equal opportunities; and
- committing to a broad range of experience and perspectives thus providing staff with a better

opportunity to understand and engage HQPlantations customer base and the communities in which it works.

OUR APPROACH

At HQPlantations we will achieve our objectives through the following actions:

- maintaining zero tolerance of unlawful behaviour including discrimination, sexual harassment, bullying, or victimisation in the workplace;
- developing inclusive work teams where everyone feels valued, included, and treated fairly with the upmost respect;
- unlocking potential by creating an inclusive workplace where everyone feels safe and confident to contribute their ideas and perspectives, facilitating more creative and innovative outcomes;
- minimising any risk to our reputation, both individually and as a company, by ensuring we comply with all relevant discrimination and human rights legislation;
- engaging in merit-based decision making where we apply objective criteria to all areas of the business, including:
 - attraction, selection, and retention of employees;
 - performance management and remuneration;
 - learning and capability development;
 - health and safety;
 - day-to-day operations; and
 - contractor and customer management.
- establishing a *Diversity & Inclusion Reference Committee* responsible for identifying strategies to achieve our diversity and inclusion goals.

OUR RESPONSIBILITIES

To achieve our diversity and inclusion vision and objectives ***we all have a responsibility***.