

Diversity Policy

Purpose and Vision

Pental Limited is committed to fostering an inclusive environment and promoting workplace diversity.

We understand that each individual is unique and we value and respect the varied contributions all employees make to the business. Fostering diversity ensures Pental can attract and retain individuals with the best skills and personal attributes and therefore create a team that can deliver value to our shareholders, customers and consumers.

Diversity encompasses race, ethnicity, gender, sexual orientation, age, physical, family status and religious beliefs.

This policy sets out Pental's objectives for achieving workplace diversity and supports our employment policies and is aligned to our core values.

Objectives

Pental aims to foster diversity within the company through:

- Education and increased awareness of the team to proactively eliminate all forms of unlawful discrimination, unlawful harassment, bullying and victimisation of persons in the workplace
- Fostering an inclusive workplace where each individual can grow, develop and perform regardless of gender, ethnicity, age or family status
- Following merit and competency based recruitment methodologies to ensure a fair and effective process is followed for any new or internal appointments

Responsibility

The Board, assisted by Management who will implement the diversity strategies, will review the progress of achieving the objectives and make relevant recommendations.

Measuring Progress

Pental will monitor and measure objectives for achieving diversity in accordance with the ASX Corporate Governance Council Recommendations. Progress against the objectives will be reported in our annual reports.

Approved and adopted

This policy was approved and adopted by the Board 20 August 2015.

AUSTRALIA'S FAVOURITE BRANDS

