



JB Hi-Fi Limited – Diversity Policy

1. Introduction

General principle and objective

JB Hi-Fi Limited and its subsidiaries, including those subsidiaries conducting the JB Hi-Fi and The Good Guys businesses (collectively, the “Group”), recognise the importance of diversity and values the competitive advantage that is gained from a diverse workforce at all levels of the organisation.

The Group appreciates that the different perspectives arising from diversity encourage an innovative, responsive, productive and competitive business and create value for our customers and shareholders.

The Group’s objective is that Board appointments, employment and advancement decisions are based on merit, qualifications and competence, and that employment opportunities shall not be influenced, affected or limited by discrimination. The Group believes that no barrier should exist that prevents this from occurring.

2. Strategy for achieving diversity

The Group has strategies, initiatives and programs to promote diversity. These strategies include, but are not limited to, the following:

Recruitment and retention

The Group recognises the importance of equal employment opportunity. The Group’s Board appointment and employee recruitment and retention policies apply to all staff regardless of gender, age, marital status, sexuality, parental status, pregnancy, physical features, disability or impairment, ethnic origin, religious, political or other beliefs or activities, or any other unlawful ground.

Career development and performance management

Employees are given support to develop and progress their careers through opportunities that build their skills and capabilities. We encourage and reward excellence, and performance is measured based on agreed goals to remove bias and promote equity.

Talent and succession planning

Talent and succession planning are key beliefs of the Group. Talented individuals are identified based on their performance and potential. The talent and succession process is used to identify candidates for leadership development programs.

It is the Group’s intention to promote from within the company whenever practical.

Work environment

The Group is committed to building and maintaining a safe work environment by taking action against inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification).



Flexible work practices

The Group has flexible work practices to meet the differing needs of our employees at different stages of their career cycle in the context of business requirements.

3. Measurable objectives

With respect to gender diversity, Management will set measurable objectives concerning the strategies, initiatives and programs for gender diversity at the Group. These measurable objectives are approved by the Board.

Management will monitor, review and report to the Board on the achievement of these gender diversity objectives and the progress under this Policy.

4. Compliance Requirements

The Group will meet its obligations with respect to diversity as required under the ASX Corporate Governance Principles and Recommendations. This will be achieved by:

- (a) establishing and communicating this policy;
- (b) establishing measurable objectives for achieving gender diversity;
- (c) the Board assessing annually the measurable objectives for achieving gender diversity and the progress made toward achieving them;
- (d) in the JB Hi-Fi Limited annual report disclosing:
 - (i) the process the Board adopts and the criteria the Board uses in its selection of prospective new Board members;
 - (ii) the measurable objectives for achieving gender diversity set by the Board and the progress made towards achieving them; and
 - (iii) the proportions in the Group (relative to their male counterparts) of:
 - 1. female employees;
 - 2. females in senior executive positions; and
 - 3. females on the Board

5. Responsibility for this policy

The Board retains ultimate accountability for this policy. The Board has delegated responsibility for the implementation of this policy and the associated ongoing compliance and reporting obligations to the CEO, who will be assisted by the Company Secretary.

6. Overriding Caveat

Nothing in this policy shall be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for recruitment or promotion of people within the Group being based on anything other than the prospect of their ability to add value to the Group and increase the likelihood of the Group achieving its objectives;



- (b) any discriminatory behaviour by or within the Group contrary to the law, or any applicable codes of conduct or behaviour for the Group and its personnel; or
- (c) any existing person within the Group feeling in any way threatened or prejudiced by this policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others.

7. Adoption of this Policy

This Policy was adopted on 1 October 2011 and was revised on 20 July 2017.