

JB Hi-Fi Limited – Diversity Policy

1. 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”), values diversity and recognises that by adapting to the differing needs of our teams, we will attract and retain the very best talent. We believe that by embracing individual difference, we will build stronger teams, be more competitive and create value for our customers and shareholders.

This Policy sets out the Group’s approach to diversity, including the strategic initiatives, policies and measures that support and enable a diverse and inclusive work environment.

This Policy applies to anyone engaged within the Group in any capacity, including directors, senior executives and employees.

2. Group Diversity Strategy

The Group has a Diversity Strategy which includes strategic initiatives designed to meet the Group’s Diversity objectives. These initiatives are important to enabling diversity, and include the following:

Talent and succession planning

The Group is committed to promoting talent from within the organisation, wherever possible. As a central focus of the Diversity Strategy, talent is regularly assessed against common and meaningful criteria to identify both performance and future potential.

This talent mapping process forms the basis for recruitment and selection, leadership development and succession planning across the Group.

Recruitment and selection

The Group is committed to identifying the best talent from a diverse range of candidates. Recruitment and selection processes are designed to ensure a gender balance in the candidates who are considered, guard against unconscious bias, and prevent discrimination on any unlawful grounds such as gender, sexual orientation, gender identity, carers’ status, or disability.

Leadership development

The Group supports team members’ development and career progression through leadership development programs, on the job coaching, cross functional exposure, and stretch opportunities to build skills and capabilities.

Flexibility

The Group recognises that for many of our team members, their responsibilities and commitments extend beyond work. The Group is committed to openly considering ways to support the needs of our team members, without compromising the needs of our customers or the business. By recognising and adapting to the differing needs of our team members, we know that we will attract and retain the best talent.

Parental Leave

The Group has developed a program to support expectant and new parents in navigating the parental leave process before, during and following parental leave. This includes tools and resources for both team members and their managers, paid maternity leave for primary carers, opportunities to stay in touch and attend training, and flexible return to work options.

3. Supporting Policies

The Group Diversity Policy is supported by a range of policies, including:

Statement of Values

The Group's Statement of Values, which underpin the desired culture within the Group, states that we:

- value and respect everyone;
- respect individual differences and treat everyone fairly and without discrimination;
- ensure our business is safe, inclusive and welcoming for everyone; and
- call out things that aren't right.

Code of Conduct

The Group Code of Conduct sets out the standards required of anyone engaged by the Group in any capacity, including the fundamental principle that all business activities be conducted legally, ethically and responsibly.

Equal Opportunity Policy

The Equal Opportunity Policy reflects the Group's commitment to providing equal opportunity for all team members, ensuring an environment that is free from unlawful discrimination, harassment, vilification, victimisation and workplace bullying.

Flexible Work Policy

The Flexible Work Policy sets out the Group's approach to flexibility, underpinned by the principle that supporting flexible work practices is an important way to support the individual needs of a diverse workforce and attract and retain the best talent, while balancing the needs of the business.

Leave Policy

A range of paid leave options are available to team members including annual leave, personal / carers leave, paid maternity leave for primary carers, domestic violence leave, emergency service leave, and long service leave.

Domestic and Family Violence Policy

The Group is committed to supporting team members who experience domestic and family violence, and nurturing a work environment where our team members feel comfortable asking for that support. The Domestic and Family Violence Policy sets out the support available to team members including paid domestic violence leave and specialist counselling services.

4. Measurable Objectives and Reporting

The Board and management believe that the establishment of clear and measurable goals is important to maintaining continued focus on gender diversity across, and at various levels of, the Group.

The Board sets measurable objectives for achieving gender diversity in the composition of its Board, senior executives and workforce generally. Management will monitor, review and report to the Board on the achievement of these gender diversity objectives and the progress under this Policy.

The Group will disclose in its Annual Report the measurable objectives for achieving gender diversity set by the Board and the progress made towards achieving them; and either:

- (i) the proportion of female employees in the Group, in senior executive positions, and on the Board; or
- (ii) the entity's most recent "Gender Equality Indicators" as defined in and published under the Workplace Gender Equality Act.

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 Group CEO, who will be assisted by the Group HR Director and the Company Secretary.

This Policy will be periodically reviewed to check that it is operating effectively and whether any changes are required.

6. Adoption of this Policy

This Policy was adopted on 1 October 2011 and was revised on 28 October 2020.