



# EQUAL OPPORTUNITY AND DIVERSITY POLICY

**kogan.com**

Kogan.com Limited ACN 612 447 293



# KOGAN.COM LIMITED

## EQUAL OPPORTUNITY, MERIT AND DIVERSITY POLICY

### 1. Overview

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The Board of Directors of Kogan.com (the **Company**) is responsible for the overall supervision of the Company, including its strategic direction, ensuring best practice corporate governance and oversight of management. The Company recognises that people are its most important asset and is committed to the maintenance and promotion of merit-based decision-making in the workplace ensuring equal opportunity for all personnel irrespective of diversity factors.

Merit-based decision-making drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business. The Company recognises that a diverse workplace is likely to be the natural long-term consequence of merit-based decision-making in hiring, firing and promotions, and that a diverse workforce achieved through merit-based decision making is integral to building and sustaining a culture that fosters equal opportunity.

The Company does not tolerate behaviours that undermine a merit-based and inclusive workplace, including but not limited to behaviour that is unlawful such as discrimination, harassment, bullying, vilification and victimisation.

The Board has formally approved this Equal Opportunity, Merit and Diversity Policy (**Policy**) in order to actively facilitate a merit-based culture in hiring, firing and promotions.

### 2. Scope

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The Company's vision for equal opportunity and merit-based decision-making is likely to have the long-term consequence of advancing diversity among the Company's personnel in respect to various factors, including gender, ethnicity, disability, age, marital or family status, cultural heritage or sexual orientation (**Diversity Factors**).

The strategies outlined below aim to achieve the objectives of this Policy by:

- broadening the field of potential candidates for senior management and Board appointments; and
- preserving the transparency of the Board appointment process.

### 3. Promoting equal opportunity

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In order to facilitate equal opportunity and merit-based decision-making in the workforce and in senior management and leadership roles, the Company will:

- introduce and supplement the measures outlined in this Policy;
- implement policies which address impediments to equal opportunity and merit-based decision-making in the workplace (including, parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by employees and that there are no conscious or unconscious biases that might discriminate against certain candidates based on their Diversity Factors;
- monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented employees irrespective of any Diversity Factors.

On an annual basis, the Nomination and Remuneration Committee (or such other committee as determined by the Board) (**the Committee**) will review the proportion of women who are employed by the Company

as a whole, in senior management positions and who are on the Board. The Committee will submit a report to the Board outlining its findings.

The Company will disclose in its Annual Report, the proportion of men and women employees in the Company as a whole, in senior management and on the Board and, if applicable, the Company's most recent "Gender Equality Indicators" as defined by the *Workplace Gender Equality Act 2012* (Cth).

#### **4. Disclosure of Policy**

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A summary of this Policy and the Company's achievement of the Policy's objectives will be disclosed in the Company's Corporate Governance Statement.

#### **5. Review of Policy**

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The Committee is responsible for the review and oversight of this Policy. In executing this role, the Committee will, with the appropriate support and input from management, review on an annual basis, the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation.