

Policy Statement | October 2021

Diversity & Inclusion



NEW HOPE CORPORATION LIMITED

ABN 38 010 653 844

At New Hope Group our Core Values of Integrity, Respect, Responsibility, Wellbeing, Resilience and Collaboration foster a culture which supports diversity and inclusion.

We recognise that best business outcomes and innovations are driven through collaboration of ideas and opinions from diverse teams recognising the difference individuals bring from their own backgrounds, values, perspectives and experience.

We expect that all team members (i.e., employees, suppliers, and contractors) recognise that diversity and inclusion is important to our business in all that what we do and how we do it.

We will act accordingly on any identified inappropriate behaviour that is not aligned with our Core Values or the communicated expectations of the Company.

We commit to ensuring all individuals are provided with equal opportunity in all aspects of employment enabling us to:

- Foster a culture reflecting our Core Values and delivering a workplace where everyone is treated fairly and with respect.
- Value and celebrate the differences and similarities in each other;
- Retain team members who we proactively engage and who are productive in their contribution;
- Attract diverse talent to our business;
- Achieve high performance through clear accountabilities and effective workplace relationships; and
- Enhance the connections between our business, our people, and our stakeholders.

We provide our people with equal opportunity and flexibility in the workplace supported and committed through our policies, processes and guidelines relating to flexible work arrangements (e.g., Flexible Work Policy), leave arrangements (e.g., purchase leave scheme, paid parental leave), wellbeing initiatives (e.g., contact officers, Employee Assistance Program), education and training (e.g., Code of Conduct, Equal Employee Opportunity awareness training).

We believe that our people are fundamental to our success and a diverse workforce is essential for the sustainable future of the Company.

Mr Reinhold Schmidt
Chief Executive Officer