



TREASURY
WINE ESTATES

Diversity and Inclusion Policy

Treasury Wine Estates

Treasury Wine Estates is committed to creating a High Performance Culture by attracting and retaining the best possible talent and creating an inclusive environment where all our people can perform at their best.

We believe that leveraging people's diverse attributes will give us deeper insights into consumer needs and enhance relationships with all our stakeholders. This policy sets out our commitment and approach to diversity.

We strive to achieve diversity in the following priority areas:

Attracting and selecting great people

We are committed to creating an environment where well qualified employees and Board members are selected on the basis of merit.

Maximising team and board composition

We will recruit people from a diverse pool of qualified candidates. We will consider diversity when determining the composition of leadership teams and the Board.

Developing diverse pools of qualified people

We will implement initiatives that develop a broader pool of skilled and experienced candidates, including skills and career development programs that prepare employees for senior management and Board positions.

Fostering an inclusive culture

We are committed to an inclusive culture that supports and utilizes workplace diversity - bringing talented people together with different viewpoints, encouraging creative thinking, innovation and problem solving.

Supporting and promoting workplace flexibility

We will provide a supportive workplace and flexible approaches to work; thereby attracting and retaining talented people, at all levels, with family/carer responsibilities and/or broader life interests or commitments.

In order to track success in these areas we will hold the business accountable by:

Measuring progress

We will set and communicate measurable diversity objectives for our business, track and disclose progress against these objectives. We expect that our leaders will support and deliver the objectives that are aligned to this policy.

The full list of objectives set and agreed to by TWE WLT and the Board, are published on the TWE Portal, alongside the Diversity and Inclusion Policy.