

OUR VISION FOR DIVERSITY AND INCLUSION.

Baby Bunting's commitment to diversity and inclusion is deeply rooted in more than three decades of our rich history and culture. We strive to be a great place to work for all Team Members regardless of gender, cultural background, sexual preference, age, and cultural or religious beliefs. By embracing and leveraging diversity in an inclusive workplace, we can seek to maximise our talents, strengthen our customer relevance, and deliver innovative solutions to business challenges.

We believe in diversity and inclusion aspirations, and understand that diversity and inclusion represents more than numbers and data. For Baby Bunting, diversity and inclusion are related; it is about appreciating and harnessing the unique strengths of each and every Team Member.

At Baby Bunting, Diversity Means Recognising All The Ways We Differ And Inclusion Means These Differences Are Valued In Our Workplace.

Baby Bunting's commitment to recognising diversity and inclusion extends to all areas of our business. This includes:

- Seeking to diversify our sources of recruitment so as to look for and employ Team Members who collectively represent significant cultural and social diversity.
- Making appointments based on merit, where Team Members are deployed in roles based on their performance and ability, with a view to seeking to maximise their contribution and potential.
- Seeking to nurture the talents of all of our Team Members across the entire organisation, to ensure that we maintain and grow a diverse and inclusive workplace.
- Striving to have a highly engaged workplace where all Team Members feel involved, respected and connected, and where the richness of ideas, backgrounds and perspectives can be harnessed to create value for our customers and our business.

Gender diversity and inclusion is achieved by ensuring all Team Members have access and are able to enjoy the same benefits, rewards, resources and opportunities regardless of personal attributes such as gender, age, physical ability, religious beliefs or sexual preference. At Baby Bunting there is no "glass ceiling".

Why is diversity and inclusion so important?

Diversity and inclusion are seen as assets at Baby Bunting. We believe that by being a diverse and inclusive organisation we can provide a rewarding place to work for all Team Members and generate sustainable financial performance for Baby Bunting shareholders. Baby Bunting's people need to reflect the diversity of our customers and the local communities where we operate.

OUR COMMITMENT TO DIVERSITY AND INCLUSIVENESS.

Baby Bunting is committed to continually working towards our vision by:

- Continuing to recognise and celebrate multicultural diversity and be seeking to grow our workforce to reflect the diversity of the Australian population.
- Managing diversity and inclusiveness as an important business factor.
- Valuing the broad range of cultural and personal differences that exists in Baby Bunting.
- Driving a positive workplace culture with our Equal Employment Opportunity Policy, Respectful Workplace Policy and Code of Conduct.
- Making merit based appointments recognising skills, knowledge and the traits of each Team Member.
- Ensuring all Team Members are protected in a safe working environment through our health and safety policies and programs.
- Rewarding and promoting individual Team Member's contribution and performance, capability and potential.



MEASURES AND ACCOUNTABILITIES.

The HR Manager will annually report to the Remuneration and Nomination Committee in relation to diversity and inclusion. This will include:

- initiatives undertaken in relation to our vision for diversity and inclusion;
- progress in achieving measurable objectives as set by the Board relating to this policy.

THE BOARD'S RESPONSIBILITIES.

The Board has adopted this policy. With the assistance of management it will regularly review and monitor its effectiveness.

The Board will:

- Annually set and review measurable objectives in relation to gender diversity and, where appropriate, other aspects of diversity;
- Annually assess Baby Bunting's progress in achieving the measurable objectives; and
- Disclose the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes).

