



Diversity and Inclusion Policy

Adore Beauty Group Limited (ACN 636 138 988)

Adopted by the Board on 6 October 2020

Amended by the Board on 24 October 2023

1 Introduction

- (a) Adore Beauty Group Limited (ACN 636 138 988) (**Adore Beauty**) acknowledges the positive outcomes and better overall performance that can be achieved through a diverse workplace, including the ability to attract, retain and motivate directors, officers and employees from the widest possible pool of available talent.
- (b) Adore Beauty recognises and utilises the contribution of diverse skills and talent from its directors, officers and employees. We are passionate about helping our customers and our team feel empowered and confident. As a business, we feel it is both our responsibility and our mission to do whatever we can to improve the world we live in. Adore Beauty also recognises that in order to have an inclusive workplace, discrimination, bullying, harassment, vilification, victimisation and gossip cannot and will not be tolerated.
- (c) For the purposes of this policy, diversity includes, but is not limited to gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, socio-economic or cultural background, perspective and experience.
- (d) This policy applies to all officers, employees and all people who work at Adore Beauty, including contractors and consultants.
- (e) This policy will be reviewed at least annually by the board of Adore Beauty (**Board**) to ensure that it is operating effectively and whether any changes are required.

2 Commitment of Adore Beauty

Adore Beauty is committed to:

- (a) ensuring that Adore Beauty's corporate culture and values at all levels supports diversity and inclusion in the workplace whilst maintaining a commitment to a high-performance culture;
- (b) ensuring that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates;
- (c) designing and implementing programs and processes that will assist in the development and retention of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;
- (d) supporting an individual's domestic responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);
- (e) providing opportunities for employees on extended parental leave to maintain their connection with the workplace;

- (f) ensuring the policy for selection and appointment of new directors is transparent and considers all facets of diversity to avoid “groupthink” or other cognitive biases in decision making;
 - (g) ensuring development and succession plans for directors and Senior Management include gender diversity as a relevant consideration;
 - (h) monitoring and measuring the achievement of all diversity objectives set by the Board; and
 - (i) considering whether key performance indicators for senior management might be an appropriate way of furthering gender diversity objectives.
-

3 Responsibilities

- (a) The Board has formally adopted this policy, reflecting a commitment by the Board for accountability across Adore Beauty to achieve its diversity goals.
 - (b) The Board has responsibility for this policy, including its review at least annually and the monitoring of its effectiveness.
 - (c) The Board has responsibility to:
 - (i) annually set measurable objectives for achieving gender diversity in the composition of its Board, senior management and workforce generally **(Objectives)**;
 - (ii) assess annually Adore Beauty's progress in achieving the Objectives; and
 - (iii) disclose:
 - (A) this Diversity and Inclusion Policy on Adore Beauty's corporate website;
 - (B) the Objectives set for the relevant reporting period and Adore Beauty's progress in achieving the Objectives in Adore Beauty's annual report; and
 - (C) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined “senior executive” for these purposes) or the entity's Gender Equality Indicators, as defined in the Workplace Gender Equality Act 2012 (Cth).
 - (d) If Adore Beauty undertakes a gender pay equity audit (which must be approved by the Board), the Board will consider the results of any such audit and any disclosure of related issues.
 - (e) The Board will be responsible for approving any key performance indicators for senior management in relation to any of Adore Beauty's diversity objectives.
-