

2023

Better together Charter commitments

- 1 OBTAIN A TRUE UNDERSTANDING OF OUR DIVERSITY PROFILE AT COLES,** AND WHAT MATTERS MOST TO OUR TEAM MEMBERS BY CONDUCTING REGULAR COMPANYWIDE SURVEYS ON INCLUSION AND DIVERSITY.
- 2 COMMITMENT** TO REVIEW THE SCOPE OF **BETTER TOGETHER** YEAR ON YEAR TO ENSURE THAT WE ARE FOCUSING ON THE AREAS THAT ARE **IMPORTANT TO OUR TEAM MEMBERS AND CUSTOMERS.**
- 3 ALL OUR LEADERS EMBODY AND PROMOTE INCLUSION AND DIVERSITY** THROUGH **INCLUSIVE LEADERSHIP TRAINING.**



Accessibility

1 >90% of our team members across Supermarkets, Coles Express and Liquor to have completed **Disability Confidence Training**, ensuring that we are offering the best quality service and support to our Team Members and customers.

2  **Quiet hour** offered in all eligible stores nationally.

3  **Strive for best practice towards disability inclusion** in our stores, sites and workplaces by scoring in the **top 25th percentile** in the Australian Network on Disability's Access and Inclusion index.

Gender Balance

1  Be recognised as an Employer of Choice for **Gender Equality** by achieving and maintaining citation.

2 Make year on year progress to achieving **40%** representation of women in leadership positions at an organisational level and at least **30%** representation of any gender at an overall functional level.

3 **Achieve pay parity** by having the right policies, practices and governance in place to reach **balance** and offer the **same opportunities** to all Team Members to build great careers at Coles.

Flexibility


1 All roles to support **flexible working.**

2 Provide anywhere, anytime work by ensuring we have the right **IT infrastructure** and workplaces to **create a truly flexible working culture.**

3 Offer a range of leading policies that **support** all Team Members to **balance** their **work and life commitments.**

Pride

1 Be recognised as an active and influential leader in **LGBTI workplace inclusion**, by achieving and maintaining status in the Australian Workplace Equality Index.

2  **Build a strong ally network at Coles** by establishing state based pride networks and immersing ourselves in local LGBTI communities and events at a state level.

3 Increase our Team Members' **confidence** to be their authentic selves at work by offering both **mandatory and optional training** to all Team Members and allies **on LGBTI inclusion in the workplace.**

Indigenous

1 Aboriginal and Torres Strait Islander Team Members to represent of all **trade skilled and leadership positions** and **3%** of our total workforce demonstrating our commitment to build great careers at Coles.

2 **Continue to support Aboriginal and Torres Strait Islander suppliers** by increasing the number of opportunities available to participate in our supply chain.

3  Develop mutually beneficial and **sustainable relationships** with Indigenous community organisations.