

December 2023 Better together Charter



- 1 Obtain a true understanding of our diversity profile at Coles, and what matters most to our Team Members by conducting regular companywide survey 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 customer facing 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

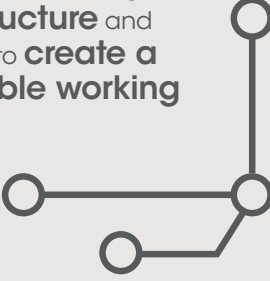
1 Be recognised as an Employer of Choice for **Gender Equality**. 


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

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 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 Engagement

1 Aboriginal and Torres Strait Islander Team Members to represent **3%** of all **trade and management positions** and **5%** 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. 