



Domino's Pizza Enterprises Limited
1/485 Kingsford Smith Drive
Brisbane, QLD, Australia 4007
ACN: 010 489 326
www.dominos.com.au

Domino's Pizza Enterprises Limited Diversity and Inclusion Policy

Effective 29 June 2021

1 Our philosophy

Domino's Pizza Enterprises Limited (**Company**) is committed to building and maintaining a vibrant culture that is entirely inclusive of diverse experiences, perspectives and backgrounds. The Board believes that improved global workforce diversity and inclusion broadens the pool for recruitment of high quality employees, enhances employee retention and encourages greater innovation which will enrich the Company's corporate performance and enhance shareholder value.

The Company is committed to achieving inclusion at all levels of the Company regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

The Company has developed this Diversity and Inclusion Policy to assist it to meet these commitments and support one of the Company's key values which is to *'help people grow and prosper'*.

2 Scope

This policy applies to anyone who is employed or engaged by the Group, including employees, contractors, consultants, temporary employees and secondees. However, this policy does not form part of any employee's contract of employment or contractual agreement.

3 Diversity and inclusion principles

3.1 Diversity

Diversity refers to all the characteristics that make individuals different from each other, including (without limitation) gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religion, race, cultural background, socio-economic background and experiences.

The Company is committed to treating individuals equally and with respect.

3.2 Inclusion

Inclusion refers to the adjustment of workplace practices and behaviours to respond to people in order to ensure that individual needs are being met and they feel included, engaged and connected within workplace activities.

The Company is committed to creating a culture of inclusion where employees from diverse backgrounds and identities feel empowered and valued in decision making.

3.3 **Participation and contribution**

The Company promotes a supportive and adaptable work environment which encourages employees to utilise a flexible approach to balancing work, family and caring responsibilities.

For example, the Company may provide opportunities for employees on parental leave to maintain their connection with the Group by offering them the option (without any obligation) to receive all-staff communications and to attend work functions and training programs.

4 **Roles and responsibility**

4.1 **Board**

The Board is responsible for monitoring the Company's overall diversity and inclusion strategy and policy.

4.2 **Nomination, Culture and Remuneration Committee of the Board (the NRC)**

The NRC is responsible for:

- (a) establishing the objectives, strategy and policy on diversity and inclusion and setting measurable objectives for achieving diversity and inclusion;
- (b) assessing annually:
 - (i) this Diversity and Inclusion Policy to ensure that it is operating effectively and whether any changes are required; and
 - (ii) the Company's progress in achieving the Diversity and Inclusion Policy's objectives including monitoring the achievement of the measurable objectives; and
- (c) reporting to the Board in relation to the above matters.

4.3 **Leadership Team (LT) Members**

LT Members are responsible for:

- (a) practice and promotion of behaviour that is consistent with the Company's values and policies and leading by example in fostering a culture that recognises and values the diverse skills and experiences of all employees;
- (b) implementation of the Company's values and diversity and inclusion principles into their teams and management practices and demonstrating genuine commitment to advancing workplace diversity and inclusion;
- (c) ensuring all recruitment processes and decisions relating to employment, promotion and career development are in accordance with the Company's diversity and inclusion strategy and policy;
- (d) providing a workplace that is free from discrimination, harassment, vilification and victimisation.

4.4 **Employees**

All employees are responsible for:

- (a) behaving in a way that is consistent with the Company's values and policies;
- (b) respecting different ways of thinking and working to maintain a workplace free from discrimination, harassment, vilification and victimisation; and
- (c) escalating any breach or potential breach of this policy to management;
- (d) recognising the non-work related responsibilities of others and work with peers flexibly and reciprocally to support a sustainable work life balance and fulfilling work environment for all employees; and
- (e) being aware of the Company's diversity and inclusion initiatives and being involved where appropriate.

5 **Diversity and inclusion initiatives**

As part of its commitment to diversity and inclusion, the Company has adopted the following initiatives:

(a) **Training**

The Company provides training and tools to its staff to help increase their awareness and understanding of differences.

It is also committed to designing and implementing programs that will assist in the development 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.

As part of this commitment the Company facilitates unconscious bias workshops and refreshers for team members.

(b) **Equal employment opportunity**

Equal treatment to be given without regard to gender, including in employment, training, promotion and compensation.

The Company believes in advancement on merit rather than through the application of quotas. This means that when we make decisions about recruitment, training, development and identifying our team members for advancement:

- (i) the Company will provide support to enable participation by all and, in particular, provide support to address the reasons for historically low female participation in the workforce;
- (ii) the Company will make opportunities available fairly to all; and
- (iii) the Company will make decisions based on individual merit, performance and ability.

The Board believes that this approach will allow DPE to remain a flexible and dynamic organisation and will contribute to the long-term growth and sustainability of the Company.

(c) **No tolerance policy**

The Company does not condone or tolerate harassment, discrimination, vilification or victimisation of its team members. The Company is committed to taking appropriate action where a complaint is raised and an investigation may follow in line with the Company's complaint handling procedures. Any substantiated breach of the Company's Diversity and Inclusion Policy will be dealt with seriously and may result in disciplinary action.

Harassment (including sexual harassment) is any unwanted behaviour that might humiliate, offend, embarrass or intimidate another person. For example:

- (i) offensive or demeaning comments or jokes, even if the other person doesn't seem to mind and even if it is not intended to offend;
- (ii) requesting, sending or showing sexual or offensive pictures or messages (including by phone or on social media);
- (iii) unwelcome comments or questions about a person's appearance, sexual activities or private life;
- (iv) unwelcome physical contact, such as shoulder massages or invading someone's personal space; and
- (v) persistently asking someone on a date after previous refusals.

6 Workplace Gender Equality

The Company is a 'relevant employer' under the *Workplace Gender Equality Act 2012* (Cth). The most recent 'Gender Equality Indicators' are set out in the Company's Workplace Gender Equality Report, which is available at <https://investors.dominos.com.au/corporate-governance>.

7 Measurable objectives

Each year the NRC Committee will set measurable objectives with a view to progressing diversity in the composition of the Board, senior executives and the workforce generally. The Company will measure and monitor these diversity and inclusion objectives through regular reporting and analysis.

In accordance with the ASX Corporate Governance Principles and Recommendations (4th edition), the Board will provide details of the Company's:

- (a) measurable objectives; and
 - (b) progress towards achieving those measurable objectives,
- in the Company's Annual Report or Corporate Governance Statement.

8 Amendment and review

The NRC Committee is responsible for the review and oversight of this Policy.