

Global Diversity, Equity and Inclusion Policy

Board approved 22 May 2024

At Fonterra we believe:

Living by our values and supporting a diverse, equitable and inclusive world enables us to deliver our purpose - empowering people to create goodness for generations. You, me, us, together – Tātou, tātou.

Diversity, equity and inclusion are integral to the success of our Co-operative.

We are committed to:

- Enabling all our people globally, to bring our diversity, equity and inclusion principles to life, in everything we do:
 - **Whanaungatanga – Belonging.** Connecting with each other for common strength and purpose, being inclusive of one another
 - **Manaakitanga – Care.** Caring for each other in all we do and celebrating the diversity of all our people, so that everyone is treated equitably
 - **Whakaohooho – Inspiration.** Inspiring each other with openness to learning through challenge and continuous growth
 - **Kaitiakitanga – Empowerment.** Empowering each other to be ourselves and at our best.
- Embracing the unique skills and diverse perspectives of all our people consistent with what we stand for as a Co-operative with its foundations in Aotearoa New Zealand.
- Building an inclusive and equitable workplace where all our people feel supported and are able to thrive in order to contribute to our success.

And we expect that:

- All our people will champion our diversity, equity and inclusion principles wherever we are in the world.
- Our People Culture & Safety (PCS) Committee set measurable objectives and progress against these is assessed annually. Fonterra Management Team are accountable for delivering these objectives.
- Our leaders will embed an inclusive culture so that each team member will be treated equitably while cherishing the diversity of each of us as individuals.



Miles Hurrell
Chief Executive Officer



Kate Daly
Managing Director People and Culture