

# A team that is Better together

We're all different. At Coles, we see that as a good thing. Because we know that our differences – our backgrounds, experiences and perspectives – set us apart.

And they can also bring us together.

Our differences help us spark ideas, create connections and discover commonality. Helping us foster understanding, show empathy and build communities.

Being unique reminds us that every customer, team member and supplier we work with is unique too.

It inspires us to win together to achieve our goal of sustainably feeding all Australians.

Just as we have for over a century, we're making Coles somewhere everyone feels like they belong. So that we can all live healthier and happier lives.



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## Belonging

Foster an open and welcoming culture where everyone feels valued

## Pride

Champion LGBTQI+ inclusion in the workplace and beyond



## Gender equity

Achieve a gender balanced workforce to benefit all of us

## Indigenous engagement

Provide more opportunities for Aboriginal and Torres Strait Islander peoples, suppliers, customers and communities to engage with our business

## Accessibility

Recognise and enable people with all kinds of abilities

# A team that is Better together

## All together for Belonging

Foster an open and welcoming culture where everyone feels valued

- 1.** Develop the inclusive skill of people leaders, so that we create diverse teams reflecting the communities in which we live and work.
- 2.** Make work flexible at Coles, so we can all thrive in our careers.
- 3.** Improve engagement of all diverse groups so that everyone at Coles can be at their best.



Belonging

# A team that is Better together

## All together for Gender equity

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Achieve a gender balanced workforce to benefit all of us (and our community)

- 1.** Reach 40% women in leadership roles at an organisational level. Improve male and female representation in each function to 30% of each gender.
- 2.** Achieve pay parity to support achievement of gender equality.
- 3.** Be recognised as a WGEA Employer of Choice for Gender Equality enabling us to attract and retain the best talent at Coles.



Gender **Equity**

# A team that is Better together

## All together for Accessibility

Recognise and enable people with all kinds of abilities

- 1.** Achieve 90% completion of Disability Confidence Training by customer-facing team members so we can support every customer.
- 2.** Continue to improve the accessibility of our in-store and online experience, including quiet hour being available in over 420 supermarkets nationally.
- 3.** Take part in the Australian Network on Disability's Access and Inclusion Index to make sure we're always working to improve our inclusion score.



Accessibility

# A team that is Better together

## All together for Pride

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Champion LGBTQI+ inclusion in the workplace and beyond

- 1.** Build a strong Pride at Coles network and actively contribute to local LGBTQI+ communities and events in all states.
- 2.** Provide LGBTQI+ inclusion training to all team members to create a place where everyone feels like they can be their authentic selves at work.
- 3.** Improve our status in the Australian Workplace Equality Index and be recognised as an active and influential leader in LGBTQI+ workplace inclusion.



# A team that is Better together

## All together for Indigenous engagement



Provide more opportunities for Aboriginal and Torres Strait Islander peoples, suppliers, customers and communities to engage with our business

- 1.** Increase Aboriginal and Torres Strait Islander team member representation to 5% of our workforce and 3% of trade and management roles by providing great careers at Coles.
- 2.** Increase opportunities for Aboriginal and Torres Strait Islander suppliers to participate in our supply chain.
- 3.** Progress sustainable relationships with Indigenous customers and communities to increase our understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights.



Indigenous