

city chic collective



LEADING A WORLD OF CURVES



Diversity and  
Inclusion Policy

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## 1. Commitment to Workforce Diversity and Inclusion

CCX's vision is to lead a world of curves. Leading a world of curves means putting her first, and creating experiences that makes her feel courageous; feel proud to identify as female; feel empowered to embrace her individuality; and to respect and love the skin she is in.

She is our customer, she is a member of our team, and she is our leader. We listen to her. We value the learnings we gain from her coming from different backgrounds, experiences, and perspectives. These learnings enable us to develop beautiful products and create exceptional customer and work experiences that understand, respect and meet the diverse needs, preferences and goals she has. We endeavour to make her feel good at every touchpoint and we are committed to continuing to deliver on this promise, at all levels of our business, as our global footprint expands.

These commitments also extend beyond her. We are a boundaryless organisation that ensures all team members, regardless of gender identity or minority group membership, have equal opportunity to enter, learn and develop within our business. The CCX Diversity and Inclusion Policy is underpinned by objectives, guidelines and practices that provide the support and structure needed to facilitate these opportunities for each individual that enters our workforce.

## 2. Policy Scope

This policy applies to all individuals who work for City Chic Collective in Australia and New Zealand, irrespective of their individual employment arrangement. This policy should be read in conjunction with the CCX Discrimination, Bullying and Harassment Prevention Policy.

## 3. Definitions

- **Diversity** is a term used to describe the differences and uniqueness of people. It may include differences in skill and knowledge, race, religion, sexual orientation, gender, parental/family responsibilities, age, disability, socio-economic status, marital status, political beliefs or other ideologies.
- **Gender Equality** is human right. It refers to all people, irrespective of gender, having equal rights, responsibilities and opportunities. Gender Equality means that women's and men's rights, responsibilities and opportunities will not depend on whether they are male or female.
- **Inclusion** means that all people, regardless of their differences, are treated with respect and dignity. Inclusion also refers to ensuring that all current and future employees have access to equal opportunities in the workplace.
- **Workers** refer to employees, independent contractors, interns and volunteers of the Company.

## 4. Responsibility for Diversity and Inclusion

### Company Responsibility

The Company has a legal and morale obligation to provide equal opportunity in employment and a workplace which embraces diversity free from discrimination and harassment.

The Company commits to:

- engaging fairly and equitably with all Workers in a positive, respectful and constructive manner;
- promoting an inclusive culture throughout the workplace that values gender equality and diversity;
- overcoming barriers to gender equality and diversity in the workplace;
- ensuring all managers and workers understand the objectives of this policy;
- ensuring workers are paid fairly and according to merit, irrespective of gender or other personal differences;
- ensuring all workers have equal opportunity to participate in and contribute at all levels of the

- workplace and to receive appropriate acknowledgment and equitable reward for that participation and contribution;
- through its operations, establishing a workplace which eliminates inequity and unconscious bias; and
- regularly reviewing employment practices and procedures so that fairness is maintained.

The Company acknowledges the disadvantaged position some individuals have had historically in the workplace and general community because of their gender and other personal characteristics and recognises that achieving diversity and inclusion may require different treatment of men, women, intersex, transgender and gender and other diverse people in some circumstances to achieve similar outcomes.

### **Management Responsibility**

Managers are required to actively pursue the goals of this policy through the following approaches:

- ensure that all Workers are treated with respect and dignity;
- ensure that recruitment, retention, performance management and promotion processes are based upon individual merit and not an individual's gender, marital status, pregnancy, parental or family responsibilities, race, age, physical or mental disability, sexual orientation, transgender, political or religious beliefs, social origin trade union activity or inactivity or physical appearance;
- challenge stereotypes that promote prejudicial and biased behaviours and practices;
- encourage empathy and fairness towards others;
- apply the Company's standards of behaviour and expectations fairly amongst all Workers;
- promote a culture of equality and fairness by eliminating favouritism and bias in the workplace;
- ensure all Workers are provided with the same tools and information to complete their job to the best of their ability;
- ensure assistance is provided to all Workers equally when requested; and
- actively respond to a Worker's concern in relation to a breach of this policy.

Additional responsibilities for the General Manager of People and Culture include:

- make reasonable adjustments to work practices will be made, where appropriate, to workers with disabilities in accordance with state WHS legislation;
- lead quarterly D and I committee meetings;
- maintain and oversee workplace diversity within CCX and provide guidance to the Board and Leadership Team on diversity issues;
- recommend to the Board specific diversity objectives each year, pursuant to this Policy, and
- ensure the achievement of objectives and report progress of objectives to the Board.

### **Diversity and Inclusion Committee Members**

All D and I Committee members have the responsibility to:

- attend quarterly meetings and any associated project meetings;
- be a voice for your peer group and department on D and I related matters;
- complete Contact Officer training and fulfill the role of a contact officer as outlined in the CCX Discrimination, Bullying and Harassment Prevention Policy;
- help explain, promote and encourage D and I values in the workplace; and
- fulfill the responsibilities of workers listed below.

### **Workers Responsibilities**

All Workers have a responsibility to:

- comply with this policy;
- monitor the working environment to ensure that acceptable standards of conduct are observed at all times;
- model appropriate behaviour;
- treat all fellow workers equally with respect and dignity; and
- seek appropriate advice and assistance when dealing with complaints.

## **5. Governance**

Consistent with CCX's legal obligations and principles of sound corporate governance, in undertaking its responsibilities, CCX will have appropriate regard to:

- relevant provisions of the ASX Corporate Governance Principles and Recommendations; and
- applicable Equal Employment Opportunity and anti-discrimination legislation; and
- any commitments made to Workplace Gender Equality Agency (WGEA) as part of the statutory

reporting requirements on gender diversity.

## 6. Diversity and Inclusion Objectives

Each year, CCX will set specific and measurable objectives in relation diversity and inclusion (the Diversity Objectives), which ensure CC's ongoing commitment and work towards a diverse culture. The diversity objectives will be signed off by the CEO and the Board at the beginning of each financial year.

The relevant priorities of our diversity strategy will be determined by the current and emerging needs of our workforce. This may change over time and vary across different parts of the organisation. We may utilise different consultation methods such as surveys and focus groups to gain insight into potential barriers to diversity within CC.

In determining appropriate Diversity Objectives, including gender diversity, CCX may consider strategies in the following operational areas:

- Recruitment and promotion to facilitate greater diversity in the composition of team members at different organisational levels and on the Board;
- Career development to build capability for promotion and transfer;
- Talent and succession planning, including skills development programs and mentoring and support strategies;
- Assessing achievement of pay equity between women and men;
- Training in diversity and cultural awareness and equal employment opportunity; and
- Development of options for flexible work arrangements and role redesign to support such arrangements, consistent with business needs.

## 7. Disclosure

The Board will make appropriate disclosure of this Diversity and Inclusion Policy and Objectives to shareholders in the Annual Report of City Chic Collective Limited as set out in the ASX Corporate Governance Principles and Recommendations.