

Diversity Policy

Happy Valley Nutrition Limited (5952532) (**HVN** or **Company**)

Adopted by the Board on 29 October 2019

1. Diversity at HVN

1.1 Our commitment

This policy sets out the Company's commitment to diversity and inclusion in the workplace and provides a framework to achieve the Company's diversity goals.

The Company is committed to creating and ensuring a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. The board of directors of the Company and management believe that the Company's commitment to this policy contributes to achieving corporate objectives and embeds the importance and values of diversity within the culture of the Company.

Diversity can broaden the pool for recruitment of high-quality employees, enhance employee retention, improve the Company's corporate image and reputation and foster a closer connection with and better understanding of customers. It is important that the Company is able to attract, retain and motivate employees from the widest possible pool of talent.

We acknowledge that our employees and clients share a diverse range of ages, genders backgrounds, characteristics and religious beliefs and practices and we support tolerance of difference in the workplace.

We aim to provide opportunities that allow individuals to reach their full potential, irrespective of an individual's ethnic or cultural background, age or gender.

We aim to develop and promote a workforce based on inclusion where individuals are respected, supported and provided with appropriate opportunities.

We acknowledge the corporate benefits arising from a commitment to diversity.

We also acknowledge the legal requirements, and the legal rights of individuals that apply in the jurisdictions in which the Company operates, and this policy is intended to meet or be consistent with those requirements and rights.

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1.2 Who this policy applies to

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of the Company. It is essential that you are familiar with this policy, which is available on the Company's website.

1.3 Implementation

The Board has delegated to the Remuneration and Nomination Committee the role of overseeing the implementation of this policy and assessing progress in achieving its objectives.

2. What Diversity Means to us

2.1 What is diversity?

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds and experiences, and also differences in approach and viewpoints.

The Board is committed to 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.

2.2 Gender diversity

The Company has a commitment to gender diversity and the principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow all staff to reach their full potential, regardless of gender.

The Board may consider the establishment of measurable objectives to achieve gender diversity for the board, senior executives and the organisation as a whole, and if they are established, will disclose the Company's progress towards achieving those objectives.

2.3 Board and senior executive diversity

At HVN, diversity of gender and background are two important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also important.

The Board will determine and monitor our succession plans and appointment processes with the aim of achieving our diversity objectives, in particular regarding a balance in the number of women in senior executive positions and on the Board.

At the current time, the Company recognises that its Board and senior executives are weighted towards males, but will seek to address this gender imbalance over

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time as the business operations grow.

The Board will also oversee the designing and implementation of programmes to assist in the development of a broader and more diverse pool of skilled and experienced employees, which is intended, over time, to prepare them for senior management positions.

2.4 Work and life balance

The Company believes in assisting employees to maintain a healthy and holistic balance between work, family and other commitments, activities and interests.

2.5 Ability not disability

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

2.6 Behaviour

In line with the Company's statement of values and code of conduct, in order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

3. How we Promote Diversity

3.1 Steps we are taking and measurable objectives

The Company is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture.

The Company retains the aim of increasing the percentage of women in senior management positions and the number of women on the Board and promoting the principle that the employment of women should be dealt with on the basis of merit.

Our policies and procedures will ensure that promotion of diversity within the workplace and our management teams will be made aware of the policies that exist within the organisation to promote diversity within the workplace. For example

1. For director selection:

- at least one serious female candidate should be present on every shortlist;
- at least one female to form part of the interview and selection panel for these appointments; and
- if, at the end of the selection process, a female candidate is not selected, the Board must be satisfied that there are objective reasons to support its determination.

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2. For employee selection:

- a wider candidate pool can be established by engaging a professional search/recruitment firm(s), and/or by advertising vacancies; and
- a short-list identifying potential candidates for the appointment should include a mix of both male and female candidates wherever possible

Our induction, training and other programs will be designed to promote our culture of diversity and female participation in the workplace and within leadership positions.

3.2 Remuneration and Nomination Committee responsibilities

The Remuneration and Nomination Committee is responsible for:

- (a) promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation;
- (b) reporting to the Board on diversity issues generally within HVN and making appropriate recommendations;
- (c) identifying ways to promote a culture supportive of diversity, including developing and promoting policies, programs and guidelines;
- (d) ensuring recruitment and selection processes across all levels of HVN are structured so that a diverse range of candidates are considered and actively reviewing on a regular basis HVNs recruiting practices, policies and procedures to reduce bias, both conscious and unconscious;
- (e) review and monitor the effectiveness of this diversity policy, including in relation to Board diversity.

4. Publication of the Policy and our Progress

This policy will be made available to all directors and employees and will be available on the Company's website.

We will provide information in the Company's Corporate Governance Statement regarding:

- (a) key features of this policy;
- (b) our measurable objectives for achieving gender diversity and our progress towards achieving them if measurable objectives have been established; and
- (c) the proportion of women employees in our organisation, in our senior executive and on our Board.

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5. Review and publication of this Policy

The Board will review this policy from time to time, but at least on an annual basis. This policy may be amended by resolution of the Board.

A copy of this policy will be available on the Company's website. It will be distributed to all directors, employees and other persons as relevant. Key features will be published in the Corporate Governance Statement