

Diversity Policy

Baby Bunting's vision and diversity

Baby Bunting's vision is to be the most loved baby retailer for every family, everywhere. As part of our vision, Baby Bunting has identified a series of values which are standards of behaviours that are fundamental to being who we are. These values include, among others:

- being considerate and respectful of others and thinking about how our decisions and actions impact others; and
- being positive and enjoying doing the things that contribute to a great team spirit.

Reflecting these values, Baby Bunting strives to be a great place to work, creating an environment where all Team Members feel included and valued, regardless of gender, marital or family status, cultural background, sexual orientation, age, physical ability or cultural or religious beliefs.

We understand that diversity represents more than numbers and data. For Baby Bunting, diversity is about appreciating and harnessing the unique strengths of each and every Team Member.

Baby Bunting's commitment

Baby Bunting is committed to diversity among its Team Members. This commitment will be demonstrated by:

- seeking to attract and employ Team Members who collectively represent the significant cultural and social diversity of the communities we serve, with recruitment and selection practices intended to ensure a diverse range of candidates are considered;
- making appointments based on merit, so that Team Members are employed in roles based on their performance and ability and working with them to maximise their contribution and full potential;
- striving to have a highly engaged workplace where all Team Members feel involved, respected and valued and where the richness of ideas, backgrounds and perspectives can be harnessed to better serve our customers and create value for our business;
- welcoming flexible work practices to assist Team Members to meet family and domestic responsibilities;
- providing opportunities for Team Members on extended parental leave to maintain a connection with Baby Bunting while they are on leave;
- supporting a positive workplace culture with our relevant policies, including the Respectful Workplace Policy and Code of Conduct. Discrimination, harassment, vilification and victimisation will not be tolerated.

Benefits of diversity

Baby Bunting's Team Members need to reflect the diversity of our customers and the local communities where we operate. We believe that by being a diverse organisation we can provide Team Members with a rewarding place to work while providing our customers with the best customer service and experience.

This policy will be reviewed periodically to check that it is operating effectively.

