

## **The Reject Shop Limited – Gender Diversity Statement**

Valuing diversity at The Reject Shop (TRS) is about respecting the unique differences that individuals bring to our business.

The diversity of our people will be a key focus of TRS as we continue to improve the representation of the communities in which we operate.

TRS recognizes the importance of diversity and values the competitive advantage that is gained from a diverse workforce at all levels of the organization. We will continue to foster an environment that respects differences in age, gender, ethnicity, religion, sexual orientation and other variables in our individual makeups. We will also continue to ensure employment opportunities are filled and remunerated on the basis of merit and performance and not due to any known bias.

TRS is committed to building a diverse workforce, with a particular focus on gender and gender equality, and to support this focus, the following objectives have been set:

- Communicate TRS' Gender Diversity Statement to internal and external stakeholders
- Increase our focus on gender participation and distribution across the organization;
- Review the means by which TRS recruits, develops and retains females across the business;
- Continue to build from our current workplace flexibility options including job sharing and/or part time employment;
- Conduct and report a gender audit to measure progress from baseline data and identify and review any specific areas of gender inequality; and
- Report to the Board on a bi-annual basis