

## DIVERSITY POLICY

### PURPOSE

NZPM believes that diversity within our workforce makes our organisation stronger and more capable. A workforce where differences in gender, age, race, ethnicity, religion, sexual orientation, physical ability, thinking style and background are well represented enables us to understand our customer and stakeholder needs, enhance relationships and deliver better customer service.

Commitment to diversity and inclusiveness enables NZPM to:

- Attract and recruit the right people from a diverse pool of talented candidates.
- Encourage creativity and innovation; drawing on the broad range of ideas, experiences, skills, approaches and perspectives that employees from diverse backgrounds bring to their roles.
- Maintain and improve employee satisfaction and engagement.
- Better represent the diversity of its customers and stakeholders.

### POLICY

NZPM is committed to creating a culture that promotes and values diversity and inclusiveness at all levels, including senior management and the board of directors. In practice, this means that we seek out people with a variety of thinking styles, backgrounds, and abilities. NZPM will:

- 1) Promote a working environment free from discrimination, harassment and victimisation.
- 2) Hold its leaders accountable to promote a culture of inclusion in which the strengths of every individual are recognised and valued.
- 3) Strive to ensure that all employees and contractors receive equal and fair treatment in all aspects of the company's employment policies and practices (including recruitment, remuneration, promotion and development).
- 4) Encourage employees to act in accordance with this policy.
- 5) Ensure there is support in place for anyone who feels that their diversity factors are not acknowledged or respected.
- 6) Report transparently internally and, as appropriate, externally on workforce diversity (to the extent that it is feasible to collect and report diversity metrics and measures).
- 7) In recognition that some individuals, particularly women and underrepresented groups, are less likely to apply for jobs unless they meet every single criterion, we will note this on job postings and encourage individuals to not rule themselves out and invite them to apply.

(Note: While NZPM is committed to fostering diversity and inclusion, NZPM will always seek to employ or promote the right person for the role).

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### DEFINITIONS

**Diversity** refers to the characteristics that make individuals different from each other, including gender, age, race, ethnicity, religion, sexual orientation, physical ability, thinking style and background.

**Inclusion** means providing a work environment where everyone feels comfortable to bring themselves to work and where each person feels comfortable that their unique background and characteristics are accepted by their work colleagues and valued by the Company.

### POLICY ADMINISTRATION

Policy Owner: Compliance Committee

Reviewed by: Compliance Committee 7 March 2024

Approval date: NZPM Board – 23 April 2024.

Next review: March 2027

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