

1 Introduction/Scope

- 1.1 NZME Limited and its subsidiaries ("NZME") believes that a diverse workforce is essential for it to be able to deliver its strategic objectives and continue to meet its responsibilities to its customers, its employees, the communities in which it works, and its shareholders.
- 1.2 For NZME, diversity means the competitive value in the differences of its people in relation to gender, race, ethnicity, sexual orientation, age, disability, religion or cultural background.
- 1.3 This policy will form the basis by and through which each NZME business unit will develop and manage its approach to diversity.

2 Principles

- 2.1 NZME believes that continued success and competitive advantage will be achieved by the Company providing an environment that respects, values and works to enhance a richness of diversity amongst its employees.
- 2.2 NZME will, accordingly, focus on operating in a manner which:
 - (a) recognises the value of diversity relevant work practices;
 - (b) differentiates in favour of and promotes structures and programs of diversity and inclusiveness;
 - (c) develops leaders who are active and visible sponsors of diversity and inclusiveness; and
 - (d) sets meaningful objectives that demonstrate the commitment of NZME to align its operations to its diversity objectives.

3 Oversight and Sponsorship

- 3.1 The NZME board oversees NZME's focus on diversity, and delegates the responsibility for the management oversight and administration of the policy to the Chief Executive Officer.
- 3.2 At business level, Group Executive team members, with the Culture and Performance team, will oversee and co-ordinate programs that improve the mix of diversity across NZME.



4 Programs and Initiatives

- 4.1 NZME has in place and will continue to enhance practices and programs which enable the identification, development, retention and recognition of programs and practices that promote and support an environment of diversity and inclusiveness.
- 4.2 Such programs and practices do, and will, encompass wherever possible:
 - (a) employee recruitment;
 - (b) employment terms, including flexible work arrangements, job sharing, teleworking, parental leave and return to work among others;
 - (c) leadership development, including training in enhancing diversity practices and leading diverse teams; and
 - (d) reward and recognition.

5 Setting of Objectives and review of progress

The NZME board, in consultation with the Chief Executive Officer, will annually review and approve measurable objectives for achieving diversity and assess progress in achieving them.

Adopted 27 June 2016