

Diversity and Inclusion Policy

1 Introduction/Scope

- 1.1 NZME Limited and its subsidiaries ("NZME") believes in a diverse and inclusive workforce, but do not discriminate nor favor based on any of the elements of diversity. We hire and promote based on merit.
- 1.2 Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, neuro diversity and political beliefs.
- 1.3 Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognised. It's recognised that embracing diversity means there will be different beliefs and philosophies.
- 1.4 No diverse characteristics take precedence over any others at NZME and the objective is amicable acceptance, not the promoting of any difference over any other.

2 Not to affect journalistic content

As a news and media organisation, it is important that all sides of important social issues can be reported on without fear or favor. Nothing contained in this policy or its application will affect this journalistic mission.

3 Oversight and Sponsorship

The NZME board oversees NZME's focus on diversity and inclusion and delegates the responsibility for the management oversight and administration of the policy to the Chief Executive Officer and Chief People Officer.

4 Setting of Objectives and review of progress

The NZME board's enduring objective of its Diversity and Inclusion Policy is to ensure a welcoming inclusive work environment. The Board, in consultation with the People, Remuneration & Nominations Committee, the Chief Executive Officer and the Chief People Officer, will annually review and set the company's diversity metrics, to ensure there are no trends emerging as the result of the company's hiring or promotion practices that detract from the company's Diversity and Inclusion objectives.

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