

Diversity and Inclusion Policy

1 Introduction/Scope

- 1.1 NZME Limited and its subsidiaries ("NZME") believes that a diverse and inclusive 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 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, and political beliefs.
- 1.3 Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive organisation promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.
- 1.4 At NZME we aim to embed diversity and inclusion in all that we do. This policy will form the basis by and through which each NZME business unit will develop and manage its approach to diversity and inclusion.

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 and inclusion amongst its employees.
- 2.2 NZME will, accordingly, focus on operating in a manner which:
 - (a) recognises the value of work practices that embrace diversity and inclusion;
 - (b) differentiates in favour of and promotes structures and programs of diversity and inclusion;

develops leaders who are active and visible sponsors of diversity and inclusion;
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 inclusion, and delegates the responsibility for the management oversight and administration of the policy to the Chief Executive Officer.
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- 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 inclusion for all.

4.2 Such programs and practices do, and will, encompass wherever possible:

- (a) talent acquisition and management;
- (b) employment terms, including flexible work arrangements, job sharing, teleworking, enhanced parental leave benefits and return to work among others;
- (c) leadership development, including training in implementing 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.

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