



Inclusion and Diversity Policy

Goodman (NZ) Limited

Purpose

Our inclusion and diversity policy formalises a business wide commitment to providing an equitable work environment that enables all individuals to reach their potential.

A representative and cohesive workplace is consistent with a set of brand values that includes Team+Respect and Open+Fair. It also recognises that an inclusive and diverse culture provides a greater variety of views and ideas that lead to better business outcomes.

Policy Principles

- + promote a culture of inclusion that values and respects individual differences and is free of harassment, victimisation and discrimination;
- + ensure our work practices and workplace facilities provide the flexibility needed to support an inclusive and diverse culture;
- + provide equal access to all employees for skills development and career path progression;
- + recruit and reward equitably on the basis of merit, and
- + comply with all regulatory and compliance obligations in relation to diversity and inclusion.

Focus Areas

Diversity encompasses a broad set of characteristics that includes; gender, ethnicity, age, marital/family status, disability, religious and political beliefs and sexual identity. This list is not exhaustive but is representative of the many characteristics that define an individual.

Under this policy we undertake to measure our workforce on an annual basis and report specifically on gender, ethnicity and age.

Measurable objectives

The following table shows the targets we have set to broaden representation across all levels of the business by 2023.

Measure	Objective	Target	Initiative		
Gender	Increase female representation in leadership roles		2018	2023	<ul style="list-style-type: none"> + Commitment to ensuring that no gender pay equity gap exists + Recruitment shortlists required to include an equal number of male and female candidates + Enhancements to flexible work and maternity leave policies + Mentoring and succession planning initiatives
		Board	28.6%	>40%	
		Executive	28.6%	>40%	
		Managerial	16.7%	>35%	
Ethnicity	Broaden the ethnic and cultural diversity of our team	Benchmark against population statistics with the target of being more representative by 2023	<ul style="list-style-type: none"> + Revised recruitment and employment practices with blind CVs and panel interviews + Unconscious bias training 		
Age	Balance the mix of youth and experience with an age profile that is appropriate for our business	Increase alignment with the national median age (43 years currently) by 2023	<ul style="list-style-type: none"> + Revised recruitment and employment practices + Career development plans + Long term incentive plan offered to all staff 		

Implementing the programmes and policies to help achieve these targets will also lead to greater representation across other diversity characteristics.