

INCLUSION AND DIVERSITY POLICY



1) Purpose

Our Inclusion and Diversity Policy formalises a business-wide commitment to providing an equitable work environment where diversity and inclusion are valued, and all individuals are supported to reach their potential.

This commitment is consistent with the Goodman values, specifically Integrity and Sustainability. We believe that a diverse and inclusive team creates a vibrant work culture with a rich mix of views and ideas.

Diversity brings unique perspectives and experiences to problem solving, ultimately leading to better business outcomes. We celebrate individual differences and continue to make incremental improvements to our business that encourage participation and ensures our peoples voices are heard.

2) Policy Principles

- 2.1. Providing an inclusive workplace culture that values and respects individual differences and is free from harassment, victimisation, and discrimination.
- 2.2. Create an inclusive work environment where ideas and opinions are shared and valued.
- 2.3. Ensure our work practices and workplace facilities provide the flexibility needed to support an inclusive and diverse culture.
- 2.4. Provide equal access to training, development, and career path progression for all our people.
- 2.5. Recruit and reward equitably based on merit.
- 2.6. Comply with all regulatory and compliance obligations in relation to inclusion and diversity.
- 2.7. Our people are accountable for promoting diversity and inclusion in the workplace and we regularly monitor our progress towards our targets.

3) Focus Areas

- 3.1. Diversity encompasses a broad set of characteristics including gender, LGBTTQIA+, age, marital status, family status, disability, ethnicity, cultural background, religious beliefs, and political beliefs. This list is not exhaustive but is representative of the many characteristics that make us unique.
- 3.2. Under this policy, we undertake to measure our workforce annually and report specifically on gender, LGBTTQIA+, ethnicity, languages, and age. We also undertake to measure our inclusive workplace culture on a regular basis.

4) Measurable Objectives

- 4.1. The following table shows the targets we have set to broaden representation across all levels of the business by 2030.

Measure	Objective	Target	2023	
			2023	2030
Gender	Increased female representation in leadership roles.	Board	28.6%	> 40%
		Executive	33.3%	> 45%
		Managerial	41.7%	> 45%
Ethnicity	Broaden the ethnic and cultural diversity of our team.	Benchmark against population statistics with the target of being more representative by 2030.	11 different ethnicities.	
Age	Balance the mix of youth and experience with an average age profile appropriate for our business.	Continued alignment with the national median age, which is 38.2 years (2022).	38.2 years median age	

5) Initiatives

Progressive and flexible employment policies and practices to help achieve these targets will also lead to greater representation across a range of characteristics. Some of our initiatives include:

- 5.1. Educating our people through formal inclusion and diversity training to improve knowledge and support inclusive behaviour within our workplace.
- 5.2. Implementing employment policies, recruitment, performance, and development practices which help to reduce bias and lift representation.
- 5.3. Wellbeing initiatives to keep our people connected and engaged, helping create a positive and supportive workplace.
- 5.4. Annual gender pay gap analysis will be conducted. This will also be considered during remuneration reviews, recruitment, and internal promotions.
- 5.5. Our leadership team's achievements in relation to diversity and inclusion are part of the performance management process.

Questions

Should you have any questions about this policy, please speak with your manager or Human Resources.

Policy information

Date approved	28 March 2024
Responsible Department	Human Resources
Version number	3.0
Last review date	March 2024
Next review date	February 2026
Approved by	Chief Executive Officer – New Zealand
Related policies, procedures, and forms	Flexible Work Policy Parental Leave Policy Workplace Bullying & Harassment Policy Code of Conduct Policy
Legacy policy or document	Inclusion and Diversity Policy v2.0