

Diversity and Inclusion Policy

1. Policy Statement

- 1.1 At South Port New Zealand (SPNZ) we recognise and believe that building a diverse and inclusive workforce provides significant opportunity to leverage engagement, innovation, productivity and improved service to our customers.
- 1.2 We are committed to providing a work environment where we recognise and value different skills, ability and experiences and where people are treated fairly in order to attract and retain talented people who will contribute to the achievement of SPNZ's commercial success.

2. Background

- 2.1 Diversity and Inclusion is a commitment to recognising and appreciating the variety of characteristics that make individuals unique in an atmosphere that promotes and celebrates individual and collective achievement. Examples of these characteristics are gender, age, race, ethnicity, culture, disability (mental, learning, physical), economic background, education, geographic background, marital/partnered status, physical appearance, religious beliefs and gender identity, sex or sexual orientation.

3. Policy

- 3.1 The Company is committed to:
 - Encouraging a work environment in which individual diversity is recognised and where equal employment opportunities are offered to all potential and existing team members on the basis of relevant merit;
 - Eliminating barriers to ensure that all potential team members are treated fairly, including being considered for the employment of their choice and having the chance to perform to their maximum potential;
 - Providing an environment where all employees feel free to bring their whole selves to work. This means feeling comfortable that their unique background and characteristics will be accepted by their work colleagues and valued by the Company;
 - Establishing and monitoring recruitment, selection and promotion processes to ensure SPNZ's diversity and inclusion policy is being adhered to;
 - Encouraging business goals and key decisions to be reviewed by a diverse range of staff to ensure diverse thinking is factored into decision making.

4. Diversity Measurable Objectives

- 4.1 The SPNZ Board sets and reviews measurable objectives each year designed to adhere to SPNZ's diversity and inclusion policy. The Board will assess annually both the measurable objectives and SPNZ's progress towards achieving them, and will ensure the appropriate disclosures are made in the Annual Report. The following specific objectives have been adopted by the Board:

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SPNZ Diversity and Inclusion Policy	1.1	2/11/18	Finance Manager

- At least 25% gender diversity across all SPNZ Staff by 2025;
- At least 20% gender diversity across SPNZ Supervisors by 2025;
- At least 25% gender diversity across SPNZ Executive by 2025;
- At least 25% gender diversity across SPNZ Board by 2025;
- At least 10% gender diversity across operational areas by 2025.

However, in looking for the 'best person for the job' diversity will only be one factor among a range of others. Recruitment, selection and promotion will always seek 'the best person for the job'.

5. Roles and Responsibilities

5.1 The responsibilities of specific groups are as follows:

Board

Responsible for approving the measurable objectives developed by management and conducting an annual assessment of this policy (or as otherwise required or necessary), the objectives and the progress made toward achieving them.

Chief Executive

Responsible for developing and, once approved by the Board, implementing the measurable objectives for achieving diversity and inclusion.

Leadership Team / Managers

Responsible for ensuring SPNZ staff are committed to this policy, their obligations under any applicable diversity and inclusion strategy or initiatives, SPNZ's obligations under the Employment Relations Act 2000 and the Human Rights Act 1993 (or any subsequent legislation) and SPNZ's commitment to diversity and inclusion in the workforce.

All Staff

Awareness of SPNZ's commitment to diversity and inclusion in its workforce and adherence to this diversity and inclusion policy.

SPNZ reserves the right to amend, update or withdraw this policy without prior notice and will review this policy as required in the event of a change in legislation or practice.

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