

Diversity and Inclusion Policy

Purpose

The purpose of this Policy is to outline POAL's commitment to a diverse and inclusive environment, which is essential to driving sustainable commercial success and creating a high performing values driven culture.

Scope

This Policy applies to all employees of Ports of Auckland; including permanent, fixed term and casual staff. Some parts of this policy also impact our key relationships when assessing our cultural alignment.

Governing Legislation

NZ Bill of Rights Act 1990 and subsequent amendments, Human Rights Act 1993 and subsequent amendments and Local Government Act 2002.

Related POAL Policies

Code of Ethics

Recruitment Policy

Remuneration Policy

Interpretation

Diversity

Diversity is the recognition that each individual is unique. When used within the workplace context it recognises that each employee brings individual experiences that relate to dimensions such as race, ethnicity, gender, sexual orientation, socio-economic status, age, physical/mental abilities, work and life experience, religious, political, cultural and spiritual beliefs or other ideologies, etc.

Inclusion

Inclusion is the recognition that each individual has the right to take pride in and draw strength from their unique and diverse backgrounds and characteristics, regardless of the dominant culture.

Policy

POAL is committed to ensuring that the unique strengths of individuals are valued. Diversity and Inclusion is POAL's commitment to recognise and appreciate the variety of

characteristics and attributes that make individuals unique in an atmosphere that promotes and celebrates individual and collective achievement. Diversity of thought can only be achieved through diversity of experience and this is achieved through numerous dimensions. Some dimensions:

- Fall under the definitions within human rights legislation such as race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies, etc;
- Relate to life and work experiences, education and training;
- Are innate factors such as traits and personality.

POAL strives to provide 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.

Ports of Auckland will:

- Monitor and report on diversity statistics to the CEO and Board annually.
- Incorporate diversity into talent acquisition, talent management, succession management and into our values and culture
- Establish and monitor recruitment, selection and promotion processes to ensure POAL's Diversity and Inclusion Principles are being adhered to.
- Ensure that remuneration and other benefits are not influenced by factors not pertinent to the job.
- Establish and maintain mechanisms for staff to provide feedback about their inclusion experiences.
- Ensure there is support in place for those staff who feel that their diversity factors are not acknowledged or respected.

POAL's Diversity and Inclusion Principles

1. A diverse and inclusive environment will be achieved by eliminating the barriers that prevent individuals from under-represented groups being recognised and/or valued.
2. Where barriers to diversity exist, these will be addressed.
3. Targets will be set to enable the monitoring of diversity and inclusion. However, quotas will not be imposed.
4. In looking for the 'best person for the job', diversity should be one of the factors under consideration among a range of others. Recruitment, selection and promotion will always seek "the best person for the job".
5. Business goals and key decisions should be reviewed by a diverse range of staff to ensure diverse thinking is factored into decision-making.
6. Where a person's diversity position conflicts with a POAL requirement (e.g. unwillingness to work on a particular day), this should be discussed with the individual to see if this can be accommodated under our flexible workplace policy. Every effort should be made to accommodate the individual provided this will not impact operations, health and safety or other staff. However if no accommodation is possible, POAL's requirements take priority.

7. POAL will provide opportunities for individuals from under-represented groups to be supported with development opportunities.
8. Diversity and Inclusion is one of the factors that will be used to assess the alignment of stakeholders with our culture. Stakeholders (e.g. vendors, potential partners, etc.) may be informally assessed to see how they are honouring the spirit of diversity and inclusion within their own organisation.

Responsibilities

Board of Directors

The Board of Directors is responsible for approving this Policy.

Executive Team

All Executive Team members are responsible for:

- a) ensuring their managers follow this Policy and its associated processes;
- b) championing diversity and inclusion initiatives; and
- c) promoting POAL's Diversity and Inclusion to customers, vendors, partners and other stakeholders.

General Manager People Foresight and Innovation

The General Manager People Foresight and Innovation is responsible for:

- a) establishing systems to monitor key diversity factors;
- b) reporting to the Board annually on diversity and inclusion;
- c) monitoring and evaluating diversity and inclusion initiatives; and
- d) reviewing this Policy.

Managers

Each manager is responsible for:

- a) championing diversity and inclusion initiatives; and
- b) ensuring that this Policy is followed by their team.

All Staff

All staff are responsible for awareness of POAL's commitment to diversity and inclusion in its workforce and complying with this Policy.

Approved by the Board: 19 August 2019

Policy Owner: General Manager People Foresight and Innovation

Reviewed: Biennially- Changes are to be endorsed by the CEO and approved by the Board.