

# Building a more inclusive environment



WE HAVE LAUNCHED  
OUR FIRST IWI GRADUATE  
PROGRAMME



OUR GRADUATES ARE  
REVERSE MENTORS FOR  
OUR EXECUTIVE

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Diversity and inclusion continue to be at the forefront of how we operate as a business. We know that diverse businesses perform better. Having a range of people from different backgrounds leads to diversity of thought, and new solutions to old problems.





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### **Acknowledging women**

Given that shipping and logistics have predominantly been male-dominated industries, we're immensely proud of the work we're doing to support and encourage more women to enter the sector. We have more women at all levels of the company than ever before, and this year we also appointed two women to our executive team, bringing the total to three. We are a proud member of Champions for Change, an initiative bringing New Zealand's leading chairs and chief executives together to advance inclusion and diversity across the country.



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### **360 Graduate programme**

Our 360 Graduate programme continues to provide us with a pipeline of new talent. The programme provides each graduate with four six-month placements across the port's various business units over a two-year period. This year our graduates are Kahurangi Morehu, Jerusha Sharp and Xuzhao Yan. The graduates are not only learning about the port but also taking on active reverse-mentoring roles for the executive team. This provides valuable new perspectives and fosters fresh thinking for our senior leaders.

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### **He tangata, he tangata, he tangata**

We have worked hard to build stronger relationships with local iwi. Building meaningful and long-term partnerships is critical and a willingness to better understand culture nuances is key. A key development this year was the creation of a position on our 360 Graduate programme for a member of local iwi. We also made an investment in offering our people weekly tikanga and te reo lessons and established a port kapa haka group, all of which have been people-led. These are small but critical initiatives and we will continue to build on these relationships in the coming year.