

Diversity, Equity and Inclusion Policy

Purpose

Port of Auckland is committed to creating a work environment where people feel comfortable to be themselves, that fosters collaboration, and where there is equal access to opportunities for development and success. Our goal is to create an environment where the unique strengths of individuals are respected and valued.

Scope

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

Governing Legislation and POAL Policies

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

Code of Conduct and Remuneration Policy.

Policy

POAL is committed to ensuring that the unique strengths of individuals are respected and valued. We believe better business outcomes are achieved by allowing a diverse range of voices, perspectives, and interests to be involved in problem solving and decision making. We aim to create a workplace where people feel comfortable being themselves, and where all people have a voice and active contribution to business success.

To achieve the above Port of Auckland is committed to:

- > Leadership that treats people fairly and with respect, who are inclusive, collaborative, challenge discriminatory behaviour, and challenge barriers to equal opportunity,
- > Implementing a Maori outcomes strategy that recognises the Treaty of Waitangi and engages meaningfully with Maori and Iwi,
- > Recruitment practices that provide fair and equitable access to employment and career progression opportunities,
- > Professional development opportunities that are available to and cater to all workforce demographics,
- > Robust remuneration practices that align with best practice and are not impacted by factors unrelated to job performance,

- > Providing opportunities for a wide range of employees to have a voice in collaborative working groups, projects and forums, including participating in the design of practices and policies across the business,
- > Doing business with stakeholders that align with this policy and our code of conduct,
- > Considering our social impact and striving to be a good corporate citizen and neighbour to the communities that we operate in and interact with,
- > Celebrating our cultural diversity by recognising key festivals and languages represented by our workforce.

Practices

In order to monitor our performance against this policy we will:

- > Report diversity statistics to the CEO and Board,
- > Monitor and review recruitment, selection, promotion, and development practices regularly to ensure equity of opportunity is being achieved,
- > Review and report on remuneration practices and outcomes to ensure remuneration processes are being applied fairly, equitably and without discrimination,
- > Review and address any identified pay inequities,
- > Establish and maintain mechanisms for staff to provide feedback about their workplace experiences,
- > Establish a diversity council to overview our diversity, equity and inclusion strategy,
- > Engage with union stakeholders in regard to our diversity, equity and inclusion performance and opportunities for improvement,
- > Ensure there is support in place for those staff who feel that their diversity characteristics acknowledged or respected.

Policy Owner: General Manager, People, Legal and Communications

Content Manager: Head of Leadership and Culture

Date approved by the Board: 22 November 2024

Review frequency: Every 2 years

For advice or support please contact: peopleandculture@poal.co.nz