



Channel

Infrastructure NZ



Diversity and Inclusion Policy

The Policy is reviewed at least on a biennial basis by the People and Culture Committee, or earlier if determined by the Committee, the Board or by management.

Any change to this Policy requires the approval of the Board

Policy Owner: Chief Financial Officer

Issue date: 25 June 2024

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1. Purpose

At Channel, diversity and inclusion means a commitment to recognising and appreciating the variety of characteristics that make individuals unique in an environment that celebrates collective achievement and focuses on removing perceived or tangible barriers to feeling a sense of belonging, being treated fairly and respectfully and having equal access to opportunity.

We support and value all of the different experiences and views that our people bring and we are committed to practicing inclusion by fostering an environment where our people respect each other, our customers and stakeholders. The differences we all bring to work help us to drive business performance. The way we individually think and the unique experiences we've had, help us to look at things from different perspectives and be innovative.

Channel's values – One Team, Care, Honesty and Integrity recognise the importance of diversity and inclusion in helping Channel deliver its business objectives. Practicing diversity and inclusion also means incorporating diversity into Channel's recruitment, talent management, and succession planning processes and into our values and culture.

2. Who this policy applies to

This Policy applies to members of Channel Infrastructure NZ Limited and its subsidiaries ("Channel Infrastructure Group"), and all their Directors and employees at all levels of the relevant organisation will be expected to adhere to the principles, commitments and responsibilities in this Policy.

3. Diversity and inclusiveness principles

The diversity and inclusiveness principles are:

- Diversity will be pervasive and evident throughout all levels of the organisation,
- We will gain and retain top talent by attracting a diverse candidate pool,
- Our decision making will be enhanced by the diversity of our people,
- We will partner with mana whenua to deepen our understanding of their roles, obligations and objectives in exercising their mana and kaitiakitanga over the areas with which we also have a connection, including Poupouwhenua, and Southern Whangārei Te Rerenga Parāoa lands and waters,
- The way we lead and the way we behave will demonstrate the value we place on diversity.

4. Practical application

Our processes and procedures will be the practical application of these principles, including:

- Recruitment – Attracting a broad and diverse candidate pool and making recruitment decisions without conscious or unconscious bias or discrimination,
- Talent management – Supporting professional and leadership development that values the diversity of the workforce and diversity of thinking,

- Communication that models inclusiveness,
- Performance Management – Reinforcing this policy by having processes that support accountability,
- Company culture programmes that celebrate diversity,
- Pay equity – Monitoring, and identifying opportunities to address, pay equity gap,
- Incorporating diversity into succession planning – Diversity is evident throughout all levels of the organisation,
- Skills matrix – the Board maintains and regularly reviews a skills matrix setting out the mix of skills and diversity of the Board.

All employees are responsible for:

- Helping to support and maintain a diverse and inclusive culture, including by not actively or passively participating in or encouraging discrimination, bullying or harassment in the workplace,
- Actively seeking, valuing and drawing on the differing knowledge, perspectives, experience and styles present in our community,
- Being aware of cultural sensitivities when working with others,
- Being inclusive in language when communicating,
- Reporting any incidents that are inconsistent with our commitment to diversity and inclusion, or which are inconsistent with this Policy, which may be reported in accordance with the Channel Infrastructure Group’s Whistleblowing Policy available on the website or intranet.

It is the responsibility of all Corporate Lead Team members and Senior Leaders to:

- Promote diversity, collaboration and inclusion within their teams,
- Look for opportunities to leverage diverse perspectives within the team in day-to-day business activities,
- Raise any concerns about discrimination, bullying or harassment with the Chief Executive Officer, Chief Financial Officer or General Counsel.

5. Monitoring

Diversity will be monitored and measured within leadership as well as the total workforce with reference to the following demographics (where available) to identify levels at which diversity may be improved.

Diversity in Leadership (Corporate Lead Team & Direct Reports to Corporate Lead Team)

Age	Percentage in age bands
Gender	Percentage Male/Female/Gender diverse
Ethnicity	Percentage ethnic groups
Country of origin	Percentage by country of origin

Diversity in total workforce

Age	Percentage in age bands
Gender	Percentage Male/Female/Gender diverse
Ethnicity	Percentage ethnic groups
Country of origin	Percentage by country of origin

6. Developing and measuring objectives

The committee will recommend to the Board a set of measurable objectives for achieving diversity in line with this Policy. The Board will annually assess progress towards achieving these objectives, as well as reviewing the objectives and this Policy. The Board will also periodically disclose progress towards the objectives in its reporting, in line with NZX Guidelines.