

JUNE 2021

# Diversity and Inclusiveness Policy



1. This Board approved policy applies to all Chorus people, employees and contractors.

## Policy Statement & Goals

2. The Board is committed to an inclusive culture that reflects and is respectful of the diverse make up of Aotearoa New Zealand.
3. Having people in our workplace who bring different experiences and views makes us more successful. We are better able to understand our diverse customer and stakeholder bases, test each other's thinking and attract and retain a broader range of people, enabling them to bring their whole selves to work. This leads to better decision making, helping optimise our performance in achieving our business objectives, which in turn should lead to higher shareholder value.
4. Our policy goals are to:
  - leverage differences as a competitive advantage through our attraction and development practices
  - develop inclusiveness as a core capability for our people leaders, and
  - continue to recognise individual contribution and performance.

## Diversity & Inclusiveness

5. Diversity for us is the characteristics that make someone similar to or different from someone else.
6. Inclusiveness is creating a workplace where there is space for everyone to contribute their talents and excel.

## Measurable Objectives

7. Each year the Board:
  - sets measurable diversity objectives, (including for achieving gender diversity) on the recommendation of the People, Performance and Culture Committee (**PPCC**)

## Diversity and Inclusiveness Policy

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- assesses, on the recommendation of the PPCC, both the measurable objectives and progress towards achieving them, and
- evaluates Chorus' performance with respect to this policy.

### Diversity Practices

8. We will respect each other's differences and look to leverage the advantages that diversity offers. We will create a workplace where we can all achieve and contribute. We will address barriers creating issues for ourselves or our colleagues.

#### Attraction and development practices

9. People leaders are encouraged to promote diversity and inclusiveness (including of skills and capabilities) through our candidate selection processes. People leaders are assisted to grow talent in their teams, promote a supportive team culture, and use internal succession planning to provide career paths for team members.

#### People Leader capability

10. Each people leader has a diversity and inclusiveness objective in their position description and will be supported by Chorus to deliver this objective.

#### Internal and external recognition

11. We will recognise and promote the diversity of talent we have in Chorus. We will undertake regular metrics reporting and take action where there is over or under representation against our benchmarks.

### Roles and Responsibilities

#### 12. **Board:**

- promoting a culture of diversity and inclusiveness
- annually setting, on the recommendation of the PPCC, measurable objectives for achieving diversity (including gender diversity) for:
  - Chorus as a whole
  - senior leaders, and
  - the Board
- annually assessing, on the recommendation of the PPCC both the measurable diversity objectives and progress towards achieving them, and
- annually evaluating Chorus' performance with respect to this policy.

#### 13. **CEO:**

- developing and implementing the measurable objectives for achieving diversity in Chorus, and

## Diversity and Inclusiveness Policy

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- reporting to the PPCC on diversity initiatives and progress against measurable objectives.
14. **Executive:** providing leadership for diversity and inclusiveness in Chorus.
15. **People and Culture:**
- maintaining awareness of diversity and inclusiveness best practice
  - delivering an annual inclusion programme
  - implementing and reporting on the annual programme, and
  - providing annual reporting and recommendations to the Executive and Board on key diversity metrics.
16. **People leaders:**
- familiarity with our approach to diversity and inclusiveness, and
  - ensuring capability to enhance and leverage diversity and inclusiveness in their teams.
17. **All:** awareness of Chorus' diversity and inclusiveness objectives.

## Ownership and Review

<b>Reviewer:</b>	People, Performance and Culture Committee
<b>Ownership:</b>	Chief People Officer
<b>Review:</b>	At least every two years