



## Diversity Policy

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### 1. Purpose

- 1.1 The purpose of this policy is to confirm the commitment and core responsibilities of the Company and the Board to building diversity and inclusion of thought within the Company.
  - 1.2 The Company is committed to attracting, developing and retaining a diverse, talented group of individuals whose collective thoughts and contributions will help the Company to be the best healthcare company in New Zealand.
  - 1.3 This policy applies to all Company employees and Directors.
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### 2. Policy Objectives

- 2.1 To facilitate and promote equal employment opportunities at all levels including assessment of diversity of skills, experience, values, culture and gender wherever possible from the available candidates.
  - 2.2 To facilitate and promote a merit-based environment in which employees have the opportunity to develop and perform to their full potential on an on-going basis in alignment with the Company's commitment to the on-going training and wellbeing of its employees.
  - 2.3 To reward excellence and ensure employees are treated fairly, evaluated objectively and promoted on the basis of their performance.
  - 2.4 The Company believes through diversity and inclusion of background experiences, thoughts and ways of working lead to greater creative and innovative solutions which ultimately lead to a superior outcome for the Company's stakeholders socially, economically and environmentally.
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### 3. Review and Measurement

- 3.1 The Group Chief Executive Officer will review the Company's Diversity Policy and its performance against the objectives on an annual basis and report to the Board.
- 3.2 The Board will review and report on the gender composition of the Board and the Executive Team on an annual basis.
- 3.3 The Company will disclose in its Annual Report a breakdown of the gender composition of its Board and Executive Team and a statement from the Board evaluating the Company's performance against this Diversity Policy.
- 3.4 The Board annually reviews this Diversity Policy.