

# Diversity and inclusion policy

## 1. Purpose

Vector Limited and its various entities engages a workforce made up of many individuals with diverse skills, values, backgrounds and experiences. Vector respects and values these people and the benefit their diversity brings to Vector, as a key aspect of unlocking innovation, driving engagement and connecting with our equally diverse customers to deliver better outcomes.

“Diversity” refers to the characteristics that make us similar to, or different from, one another. At Vector, diversity encompasses gender, race, ethnicity, national origin, disability, age, sexual orientation, physical capability, political opinion, family responsibilities, marital status, education, employment status, cultural background and more. Diversity encompasses a broad spread of experience, culture perspective and lifestyle of those who live in New Zealand and other countries where Vector does business.

“Inclusion” at Vector is the deliberate act of welcoming diversity and creating an environment where different kinds of people can thrive and succeed. We recognise that diverse backgrounds, experiences and perspectives lead to a better experience of work for our people, improve engagement, make teams stronger, lead to greater innovation and performance, contribute to more meaningful relationships with customers and stakeholders, and ultimately increase value to our shareholders.

## 2. Policy

Vector is committed to:

- Finding, encouraging and enabling people to bring their whole and best selves to work, so that we can all benefit from their thinking, skills and experience;
- Recruiting people based on merit from a diverse pool of talented candidates that represents the diversity of our stakeholders and markets, and where a pipeline does not exist we take action to support the creation of one;
- Ensuring that people, culture and management policies, processes and systems are inclusive, and accommodate the diversity and inclusion needs of all our people;
- Developing inclusive behaviour as a core responsibility and capability for all, and especially for our leaders;
- Living our vision, purpose and values inclusively;
- Demonstrating zero tolerance for discriminating language or behaviour;
- Delivering equity for workers in terms of career opportunities, remuneration and reward;
- Being internally and externally recognised as an organisation that exemplifies diversity and inclusion in action; and
- The way we show up for customers, stakeholders, shareholders and business partners is inclusive and demonstrates our understanding of what matters to them.

Vector will have measurable objectives in relation to diversity and inclusion and will monitor, review and report to the board on the achievement of those objectives.

In accordance with NZX Listing Rule 10.5.5:

- Vector will provide in its annual report, a quantitative breakdown as to the gender composition of Vector's directors and officers, including comparative figures for the prior year; and
- A statement from the board providing its evaluation of Vector's performance with respect to this diversity policy.

Vector will support a Diversity and Inclusion Council:

- We co-ordinate a Diversity and Inclusion Council to provide governance and direction to the Diversity and Inclusion Committee, discuss key diversity and inclusion issues, share best practice, and keep informed of new initiatives and resources.
- The Council aims to meet 5-6 times per annum and covers a wide variety of diversity topics.
- The Council helps to shape the work we are doing to ensure Vector continues to deliver to our diversity and inclusion commitments.
- The Council role models the behaviours and level of commitment expected of all managers to deliver to our diversity and inclusion commitments.

Vector will support a Diversity and Inclusion Committee:

- The employee-led Committee promotes and empowers feedback from all individuals in regards to diversity and inclusion related ideas, challenges and solutions.
- To implement a programme of initiatives to deliver to our diversity and inclusion commitments.

### 3. Responsibility for policy

Although the board retains ultimate accountability for this policy, the board has delegated responsibility for the implementation of the policy to the group chief executive.

In turn, the group chief executive has delegated to the chief people and culture officer responsibility for the administration of this policy, including its reporting to the board.

### 4. Measurable objectives

Management will develop, for approval by the board:

- Measurable objectives to achieve agreed diversity and inclusion outcomes as directed by the board;

- Targets or key performance indicators to verify the progress towards attainment of those measurable objectives;
- Measure performance against those targets or key performance indicators; and
- Report from time to time on progress.

Management will continually:

- Measure and evaluate its diversity and inclusion metrics at all levels of the organisation, both internally against Vector's targets or key performance indicators and against appropriate external benchmarks, to identify opportunities for celebration and improvement; and
- Build role-model and refine an inclusive culture that enables diversity to be sought out, accepted and valued by all of our people.

## 5. Support

Vector's support or membership of organisations that promote diversity and any participation by Vector in wider diversity programmes is summaries at <https://www.vector.co.nz/about-us/diversity-and-inclusion>.

## 6. General

Training may be required for the board and/or management to support the successful implementation of diversity and inclusion initiatives and the achievement of Vector's objectives.

Vector is committed to fostering diversity and will always seek to employ or promote the right person for the role based on assessing the specific skills necessary to deliver the position's key accountabilities. The 'right person' may have diverse attributes that strongly align with Vector's future direction, rather than overly relying on past employment experience to forecast success.

Nothing in this policy will be taken or construed to endorse:

- The principal criteria for selection and promotion of people to work at Vector being anything other than their overall relative prospect of adding value to Vector and enhancing the probability of achievement of Vector's short, medium and long-term objectives;
- Any discriminatory behaviour by or within Vector contrary to the law.

Dated: March 2020

