

# Diversity Policy

**Harmony Corp Limited (NZCN 5177041) (ARBN 645 036 595)**

Adopted by the Board on 30 October 2020

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# Diversity Policy

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# Diversity Policy

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## 1 Diversity at the Company

### 1.1 Our commitment

This policy sets out the Company's commitment to diversity and inclusion in the workplace at all levels and provides a framework to achieve the Company's diversity goals.

We are committed to creating and ensuring a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. The board of directors of the Company ("**Board**") and management believe that the Company's commitment to this policy contributes to achieving the Company's corporate objectives and values and embeds the importance and value of diversity within the culture of the Company.

Diversity can broaden the pool for recruitment of high quality employees, enhance employee retention, improve the Company's corporate image and reputation and foster a closer connection with and better understanding of customers. It is important that the Company is able to attract, retain and motivate employees from the widest possible pool of talent.

### 1.2 Who this policy applies to

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of the Company. It is essential that you are familiar with this policy, which is available on the Company's website.

### 1.3 Implementation

The Board has delegated to the Nomination and Remuneration Committee ("**Committee**") the role of overseeing the implementation of this policy and assessing progress in achieving its objectives. See paragraph 3.2 ("Our Diversity Committee") below.

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## 2 What diversity means to us

### 2.1 What is diversity?

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. It includes factors such as gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, sexual preference language, socio-economic background and other areas of potential difference.

### 2.2 Gender diversity

The Company has a strong commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow women to reach their full potential.

To achieve greater diversity, it is important to ensure where possible that the pool of potential available talent is nurtured and developed effectively. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for

consideration when positions become available. The Company aims to grow the number of women performing senior roles and to create programs that prepare women to assume senior roles within the business.

### **2.3 Board and senior executive diversity**

At the Company, diversity of gender and background are 2 important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important. The Nomination and Remuneration Committee will report to the Board regarding our succession plans and appointment processes with the aim of achieving our diversity objectives, in particular regarding the number of women in senior executive positions and on the Board.

We are committed to:

- (a) ensuring that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates; and
- (b) designing and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and Board positions.

### **2.4 Work and life balance**

The Company embraces all employee differences also including lifestyle and believes in assisting employees to maintain a healthy and holistic balance between work, family, domestic responsibilities and other commitments, activities and interests. The Company has a number of policies and programs which support these objectives, including adopting flexible work practices.

We also provide opportunities for employees on extended parental leave to maintain their connection with the entity, for example, by offering them the option (without any obligation) to receive all-staff communications and to attend work functions and training programs.

### **2.5 Ability not disability**

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

### **2.6 Unacceptable behaviour not tolerated**

In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

### **2.7 Stakeholder diversity**

We respect shareholder diversity and diversity reflected in the communities in which we operate.

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## **3 How we promote diversity**

### **3.1 Steps we are taking and measurable objectives**

The Company is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within our business.

### **3.2 The Board's role**

The Board will:

- review and approve measurable objectives for achieving diversity, including gender diversity across, and at various levels of, our organisation;
- annually assess these objectives and the progress in achieving; and
- review and monitor the effectiveness of this diversity policy, including in relation to Board diversity.

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## **4 Publication of this policy and our progress**

This policy will be made available to all directors and employees and will be available on the Company's website. This policy will be reviewed periodically to check that it is operating effectively and whether any changes are required to the policy.

We will provide information in the Company's annual report regarding:

- (a) key features of this policy; and
- (b) our measurable objectives for achieving gender diversity and our progress towards achieving them the proportion of women employees in the organisation, in senior executive positions and on the Board.