

## Diversity and Inclusiveness Policy

### Statement of Purpose

The policy sets out Accordant Limited's philosophy in relation to Employee Diversity and Inclusion. This Board-approved policy applies to all Accordant employees, contingent workforce and Directors.

### Policy Statement

Accordant recognises and celebrates diversity within and across our businesses (AWF, Madison, JacksonStone & Partners and Absolute IT) and is committed to the ongoing promotion and support of this philosophy. The diversity of our people facilitates and enhances our engagement with clients and customers in different communities across the country, and having this rich mix of backgrounds and skills supports our ability to be innovative and forward-thinking.

As per our Company Manifesto, we base our diversity initiatives on three of our strategic pillars - Our People, Our Customers, and Our Country, through each of which we recognise the importance of diversity in delivering on our business objectives.

### Background – Our Three Pillars

#### 1. Our People

Within our Company, from the Board of Directors and senior management, to staff and our contingent workers, we believe we must reflect the diversity of the clients, candidates and communities we work alongside.

For both our internal employees and external workforce, we look to maintain diversity when sourcing, recruiting and retaining people. We want the best person for the job, regardless of their age, gender, ethnicity, physical appearance, religious beliefs or gender preference. Equal opportunities are offered and our consultants and internal recruiters remain mindful of this. In order to attract the talent we need, this means minimising the obstacles people may encounter. For example, this may mean allowing for flexible working arrangements (to the extent that it is practicable to do so), respecting cultural needs, assisting with transport costs for our contingent workforce and providing onsite facilities appropriate for everyone.

In the workplace, we promote inclusiveness, fairness, and equality and do not tolerate bullying or harassment. Each employee is recognised for their unique contribution, background, capability and diversity of thought, which enables people to be their best at work, with the objective being to contribute towards attaining our business objectives.

#### 2. Our Customers

To meet the objectives of our clients, it's important that we are able to proactively understand and consider their specific needs and requirements. Our diverse base of people and different ways of thinking influences our ability to find innovative and bespoke solutions for our customers. In this way we are able to leverage diversity as a business tool, along with being able to build strong relationships and develop clear communication systems with our customers.

### **3. Our Country**

As a major player in the New Zealand recruitment market, Accordant recognises its unique position to influence the working population of New Zealand. Accordant engages a contingent workforce spanning all aspects of commercial and industrial recruitment. It is of utmost importance to us that we are able to effectively represent and identify with our clients and our candidates.

Through our talent acquisition, talent management and succession planning processes our workforce reflects the diverse composition of backgrounds required of New Zealand businesses.

#### **Diversity Objectives – Annual Review and Reporting**

The Accordant Board will annually review and assess the Company's compliance with diversity objectives being: the best person for the job, regardless of their age, gender, ethnicity, physical appearance, religious beliefs or sexual orientation; and will ensure the appropriate disclosures on diversity and inclusiveness are made in the Annual Report.

#### **Roles and Responsibilities**

##### **Board of Directors**

The Board of Accordant is responsible for approving this policy; and reviewing it annually.

##### **CEO and Senior Management**

Senior management, including the CEO, will oversee the implementation of the Policy and provide leadership in promoting diversity and inclusion across the businesses.

##### **Human Resources**

Human Resources will provide recommendations to the Board and senior management, and it will review the objectives of this Policy and propose to the Board any integration into new policy recommendations, as necessary.

##### **Our Employees**

Our employees will be aware of Accordant's commitment to diversity and inclusion, and be expected to support and follow diversity initiatives. Our staff will actively ensure fair treatment of colleagues and apply the same values in all engagements with candidates and clients.

##### **Our Contingent Workforce**

Our contingent workforce will maintain an awareness of the Group's commitment to diversity.

##### **Ownership and Review**

This is a Board-approved policy which is owned by the Accordant GM Corporate Services and Human Resources Business Partner. It is to be reviewed annually and updated as required.