

## Diversity and Inclusion Policy

### **1. Introduction**

1.1 This policy provides a framework to embed and support a diverse workforce and inclusive workplace environment at Accordant and sets out how we will achieve our policy commitments, assess our progress, and provide accountability for results. This policy complements other Accordant policies such as our Code of Conduct and Code of Ethics and applies to all directors and employees (including any secondee, contractor or consultant engaged by Accordant).

1.2 As a major participant in the New Zealand recruitment market, Accordant recognises its role in reflecting the customers and stakeholders it serves. We recognise that a diverse workforce can be a strength that enables businesses to promote broader perspectives in approach, leadership, problem-solving and thought.

1.3 Accordant will work closely with its customers to allow for equal opportunities to be offered in recruitment campaigns regardless of cultural background and ethnicity, gender, gender identity, sexual orientation, age, religious beliefs, differences in physical abilities, languages and education.

### **2. Policy Commitments**

2.1 Accordant is committed to an inclusive workplace where each employee is respected and valued for the unique skills, backgrounds, and qualities they bring to their work – so that every employee can fully contribute to the Company's success and to the success of our customers.

2.2 Diversity includes, but is not limited to, characteristics such as cultural background and ethnicity, gender, gender identity, sexual orientation, age, religious beliefs, differences in physical abilities, languages, and education.

2.3 Accordant's commitment to diversity and inclusion applies to all aspects of its business, including:

- (a) appointment of directors;
- (b) appointment, promotion, and retention of employees;
- (c) performance management;
- (d) remuneration practices;
- (e) flexible workplace practices;
- (f) leadership development; and
- (g) people management and succession planning.

2.4 Accordant will provide equal employment opportunities so that all people have the same access to join the business and to contribute free from discrimination or bias. Accordant will

ensure that opportunities and employee benefits are offered equally to people regardless of cultural background, ethnicity, gender, gender identity, sexual orientation, age, religious beliefs, differences in physical abilities, languages, and education.

2.5 Accordant recognises that providing transparency with respect to our diversity and inclusion performance contributes towards investors, customers and employees being able to make informed decisions about where they invest, spend and work.

2.6 Harassment and victimisation will not be tolerated, and the Company will maintain a Whistleblower Policy that establishes a process that allows for complaints with respect to such matters to be reported and then dealt with fairly.

### **3. Board Matters**

The Board will:

(a) consider annually whether there are areas where diversity may be improved and to identify opportunities to improve diversity through succession planning.

(b) receive periodic reports with respect to diversity at various levels of the organisation to identify any levels at which diversity could be improved and to assess the Company's performance against the requirements of this Policy; and

(c) undertake training from time to time along with management in relation to recruitment and selection, with an emphasis on assessing people on merit and avoiding discrimination; and

(d) periodically consider whether programmes could or should be established that encourage diversity, such as flexible work programmes that permit work/life balance and enable valued employees to maintain/resume their employment resulting in optimal use of talent, minimum impact on career progression and flow of effects for diversity at senior management levels.

### **4. Measurement and Reporting**

4.1 The Board will consider annually whether to set measurable objectives and what those objectives, if any, should be.

4.2 In its annual report to shareholders the Board will report on:

(a) the Company's performance with respect to this Policy; and

(b) if the Board has set measurable diversity objectives, the Company's progress in achieving them; and

(c) any other matters requiring disclosure under the NZX listing rules of the NZX Corporate Governance Code.

4.3 The Chief Executive Officer is responsible for implementing strategies for achieving Accordant's commitments and any objectives with respect to this Policy, and for providing leadership for diversity and inclusion in the business.

4.4 All Accordant employees, including people managers and directors, are responsible for contributing positively toward an inclusive workplace in accordance with this Policy; the Code of Conduct and Code of Ethics; and Company policies relating to bullying, harassment, and discrimination.

4.5 Accordant will encourage employee participation and will provide mechanisms for employees to provide feedback about employees' experience and contribute to Company progress.

## **6. Review by Board**

**Approved by the Board of Accordant Group**

Date: 30 November 2023