

**DATED: 28 JULY 2023**

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**DIVERSITY POLICY**

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**NZ Windfarms Limited**

376 North Range Road  
PO Box 20031  
Summerhill  
Palmerston North 4448  
NEW ZEALAND

t +64 6 280 2773  
e [info@nzwindfarms.co.nz](mailto:info@nzwindfarms.co.nz)  
w [www.nzwindfarms.co.nz](http://www.nzwindfarms.co.nz)

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## 1. Intent

- 1.1 New Zealand Windfarms Limited (“NWF”, “Company”) operates in a diverse environment. The Company strives to celebrate Diversity in its workforce to create an inclusive workplace culture which values its peoples’ unique backgrounds, qualities and contributions to deliver value to a range of stakeholders, including its customers.
- 1.2 As an Equal Employment Opportunity (EEO) employer, NWF is committed to promoting equal opportunities for its employees. This commitment is upheld through employment, performance management and recruitment practices.
- 1.3 The purpose of this Policy is to outline the Company’s commitment to building and growing a diverse and inclusive workforce. It underpins the principle to ‘treat people fairly and with respect’. It also supports the Company’s ability to comply with its obligations under New Zealand legislation, the NZX Listing Rules, as well as the laws, regulations and local practices where the Company operates.

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## 2. Scope

- 2.1 This Policy applies to all employees, contractors and other representatives of the Company, collectively referred to as “employees”.

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## 3. Policy Requirements

- 3.1 NWF respects and values the contribution of each team member, and regards discrimination as unfair, unacceptable and unlawful. The Company has zero tolerance for any unlawful discrimination of employees or potential employees, regardless of whether it is active or passive.
- 3.2 Training and development opportunities will be made available to all employees. Other promotional or developmental opportunities will be filled based on merit, experience and other company or job-related criteria.
- 3.3 NWF will actively support initiatives which encourage diversity..

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## 4. Definitions

- 4.1 **Diversity:** Refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, and age. NWF’s Diversity commitment is about respecting these differences and treating individuals equally.
- 4.2 **Inclusion:** Refers to encouraging practices and behaviours in the workplace to ensure that individuals feel included within workplace activities. It involves both the action of including people in opportunities and the outcomes of individuals feeling a sense of belonging.

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## 5. Roles and Responsibilities

- 5.1 **Individual responsibilities:** All NWF employees, contractors and representatives should support the Company’s Diversity and Inclusion initiatives and behave appropriately in the workplace. Specific responsibilities include:
  - (a) Actively ensuring that colleagues are treated fairly and equally within the workplace.
  - (b) Actively ensuring all customers and other stakeholders are treated fairly and with respect.

- (c) Being aware of cultural sensitivities when working with others (employees, contractors or customers).
  - (d) Actively seeking, valuing and drawing on the differing knowledge, perspectives, experience and styles present in our global community.
  - (e) Ensuring that their own, and the behaviour of other team members does not contravene EEO legislation and this Policy. This includes their behaviour while present at any Company premises or at any Company (or related) function.
  - (f) Understanding their responsibilities under the law regarding equal opportunity.
  - (g) Challenging discriminatory behaviour.
  - (h) Being inclusive in their language when communicating.
  - (i) Reporting any incidents that are inconsistent with the Company's commitment to equal opportunity, Diversity and Inclusion, or which impact on the implementation of this Policy.
- 5.2 **Managers:** Managers are responsible as leaders to model appropriate behaviour, make decisions based on merit, and encourage Diversity and Inclusion in their teams. Managers are responsible for:
- (a) Day-to-day implementation, support and monitoring of this Policy.
  - (b) Creating a working environment that is free of all forms of discrimination and harassment and where all members of staff are treated with dignity, courtesy and respect.
  - (c) Promoting appropriate standards of conduct at all times.

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## 6. Related Policies

- 6.1 Code of Ethics Policy
- 6.2 Preventing Workplace Bullying and Harassment Policy
- 6.3 Health Safety and Wellbeing Policy
- 6.4 Whistle-blower Policy

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## 7. Related Legislation


- 7.1 Human Rights Act 1993
- 7.2 Employment Relations Act 2000
- 7.3 Protected Disclosures (Protection of Whistleblowers) Act 2022

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## 8. Approval and Execution

Approved and executed on 28 July 2023 by:

C H Stobo  
C H Stobo (Aug 17, 2023 13:19 GMT+12)  
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Chair  
Craig Stobo

  
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Chief Executive Officer  
Warren Koia