

# DIVERSITY, EQUITY & INCLUSION POLICY

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## Introduction

Ritchies (the Company) has a commitment to diversity, equity and inclusion and recognises the value of attracting and retaining employees with different backgrounds, knowledge, experiences, and abilities. Diversity contributes to the Company's business success and benefits individuals, clients, teams, shareholders, and stakeholders.

## Purpose

The purpose of this policy is to promote diversity and equal opportunity and create an environment where individual differences are valued, and all employees can realise their potential and contribute to the Company's success.

The policy also aims to ensure all employees and representatives understand the fundamentals of diversity, equity and inclusion and are treated fairly and equitably in all aspects of their employment or engagement by Ritchies.

## Scope

This policy applies to all Ritchies and RMTS employees, contractors, and temporary workers.

## Policy detail

Ritchies recognises the diversity of its workforce and values the contribution of people with differences in background, experience, and perspectives. Diversity encompasses but is not limited to gender, age, disability, ethnicity, and cultural background.

Ritchies aims to embed and maintain strong diversity practices within the business that include:

- an inclusive workplace that embraces individual differences;
- showing leadership in valuing diversity across all business practices;
- a workplace that is free from discriminatory behaviours and business practices including discrimination, harassment or bullying;
- equitable frameworks and policies, processes and practices that limit potential unconscious bias;
- equal employment opportunities (EEO) that promote attraction and retention of a diverse range of talented people, including recruitment, selection, employee development and career development based on capability and performance;
- awareness of the different needs of employees;
- the provision of flexible work practices and policies to support employees;
- recognition and support of cultural values of Maori and obligations under the Te Tiriti o Waitangi, as well as the cultural values of all others; and
- recognition of the need for people with disabilities to be considered on merit, in applications for employment, and subsequent training and promotion, and for their special needs to be recognised and wherever practical, accommodated.



**Michele Kernahan**

**Chief Executive Officer**