

# Diversity, Equity & Inclusion (DEI) Company Policy

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## Purpose

Auckland Airport International Limited ("**AIAL**") recognises the value that diversity brings across all levels of our business including our Board of Directors, Executive and Senior Leadership Team, and our people. We are committed to supporting Diversity, Equity, and Inclusion ("**DEI**") in the workplace, ensuring we maintain an environment where our people can bring their whole selves to work, share their unique differences, and create positive, rich, and meaningful interactions on a day-to-day basis.

The purpose of the DEI Policy ("the Policy") is to outline AIAL's strategic framework in relation to DEI, and to supply the principles for guidance, and objectives which will further the progress towards our aspirations.

## Background

AIAL's approach to DEI is anchored around enhancing diversity of thought across our business, underpinned by who we are as individuals, our experiences, and our whakapapa (cultural heritage). We recognise that the diversity of thought which arises from our differences is a strength, and by valuing and leveraging the unique characteristics that each person brings, not only will we create an inclusive and inspiring place to work, we will ensure that we make good decisions, generate creative approaches to solving challenges, and leverage our opportunities.

Whilst AIAL takes an inclusive approach, DEI initiatives that further the diverse representation of gender and ethnicity across our business directly inform our business plan. AIAL believes that a company which reflects the diversity of the society in which it operates is a company which is responsive, sustainable, high-performing, and capable of delivering greater value to its customers, community, and shareholders. AIAL is committed to ensuring our business is a reflection of the customers we serve, and the community we are a part of. As the key gateway to Aotearoa-New Zealand, and a significant employer within the South Auckland area, AIAL recognises its responsibility to lead and role model positive DEI practices to ensure that we both positively impact the economy, and remain relevant to the needs of our people, our customers, our stakeholders, and the wider South Auckland hapori (community).

AIAL is a member of Diversity Works NZ (formerly the Equal Opportunities Trust) and we aim to leverage their advice and guidance to maintain best practice whilst always ensuring that our approach is appropriate to the needs of our people.

## Scope

This Policy applies to all persons working for or on behalf of Auckland Airport in any capacity, including employees, directors, agency workers, contractors, consultants, and any other third-party representative.

Auckland Airport expects all who have, or seek to have, a business relationship with Auckland Airport to familiarise themselves with this Policy and to act in a way that is consistent with its values.

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## Definitions

The following definitions are used in this Policy, or are important concepts to understand:

### “Allyship”

- The actions, behaviours, and practices that others take to support, amplify, and advocate the voice of others, especially those who belong to marginalised groups.

### “Equality”

- Each individual or group of people is given the same resources or opportunities.

### “Equity”

- Recognises that each person has different circumstances, and allocates the exact resources and opportunities needed to reach an equal outcome.

### “Diversity”

- Involves shaping more heterogenous (mixed) workforces.
- Diversity can be along many different dimensions including (but not limited to) gender, race, ethnicity, background, sexual orientation, disability, age, socio-economic status etc.

### “Inclusion”

- Ensuring people flourish and grow in an environment of mutual understanding and collaboration.

## Our DEI Aims

The Key Principles of AIAL’s DEI Strategy and Framework are outlined below

### Our Vision: Auckland Airport is a Place of Connection

Our culture of whanaungatanga (connection through shared experience) ensures all of our people have equitable opportunities to thrive, contribute, and belong, irrespective of their background, race gender, sexual orientation, disability, age, or socio-economic status.

### Our Guiding Principles

- **A culture of Inclusion:** Foster an environment where everyone feels welcomed, heard, and valued.
- **Diversity is Valued:** Acknowledge and respect the unique qualities, experiences, and perspectives that everyone brings to the table.
- **Opportunities are Equitable:** Strive to eliminate systemic barriers that hinder equal access to opportunities, resources, and services.
- **Diverse Voices for Co-Creation:** The organisational norm is to collaborate with diverse stakeholders to co-create solutions and policies.
- **A Culture of Accountability and Transparency:** Establish measurable objectives, track progress, and openly communicate outcomes.

### Our Goals

- **An Inclusive and Diverse Community**
  - Pan-enterprise awareness, understanding, and belief in DEI principles and their value, cascading from Executive Leadership Team
  - Eliminate discrimination in all its forms.
  - Diverse voices and perspectives have a meaningful impact on AIAL practices, processes, and outcomes.
- **Equitable Employment and Career Progression**
  - Create equitable employment opportunities.
  - Foster diversity in leadership positions across all tiers, particularly gender and ethnic diversity
  - Continue to reduce gender pay gap each year.
- **Accessible Workplace**
  - Provide an environment that facilitates equitable access.

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- **Monitoring and Reporting**

- Ensure accountability through data collection and reporting.
- Measure progress towards Building a Better Future Strategic Aims
- Communicate outcome to all stakeholders.

### *Our Commitment*

AIAL's will employ specific strategies and tactics to realise our DEI aspirations which may vary as our business plans evolve. Our broad and enduring objectives are to:

- Understand the makeup of our workforce and the assumptions driving the choices people make, creating a workforce that is reflective of Aotearoa New Zealand.
- Continue to manage and develop our future leader pipelines, including actively driving diverse gender and ethnic representation across Board, Leadership Team and Senior Leader populations.
- Maintain alignment and promote and build a consistent understanding of the importance and relevance of DEI cascading from our executive leaders throughout the Company.
- Work to understand and address the barriers that prevent people thriving in the Company by engaging in open dialogue with marginalised groups.
- Understand and address unconscious bias through continued awareness raising, education and discussion.
- Ensure all People & Capability practices support and drive our diversity and inclusion aspirations.

To achieve this we will:

- Establish annual work plans, objectives and activities which promote DEI, and eliminate unintended or unconscious bias.
- Ensure our people processes – including appointments, remuneration, promotion and development - are equitable, inclusive and supportive of our diverse workforce.
- Ensure our people leaders have the knowledge and skills to promote diversity and lead diverse teams.
- Provide opportunities for our employees to showcase and share their unique talents and diverse cultures, perspectives, and life experiences.
- Understand the needs of our diverse customers (including our people) and provide for them in our plans and business activities.
- Celebrate the diversity of our community by partnering with the community and its members to share cultures, languages, and capabilities.
- Prefer recruitment practices and providers which have the greatest likelihood of generating a diverse pool of potential job candidates.
- Have systems in place to enable employees to report discrimination concerns, and ensure those concerns are dealt with promptly and appropriately.
- Participate in external business initiatives that have diversity aims consistent with our own.
- Disclose in its annual report the evaluation from the Board on Auckland Airport's performance with respect to this diversity policy as required by the NZX Listing Rules; and
- Report transparently internally and, as appropriate, externally on workforce diversity (to the extent that it is feasible to collect and report diversity metrics and measures), as well as work plans and the results of activities intended to enhance and support diversity in the workplace.

The Board, with guidance from the People, Capability and Iwi Committee is responsible for setting the above objectives for achieving diversity and to annually assess both the objectives and Auckland Airport's progress toward achieving them.

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## References

Board Charter  
People, Capability, and Iwi Committee Charter  
AIAL Ethics and Code of Conduct Policy  
AIAL Flexible Working Arrangements Policy  
AIAL Parental Leave Policy  
AIAL Whistleblower Policy

Employment Relations Act 2000  
Human Rights Act 1993  
New Zealand Bill of Rights Act 1990  
Privacy Act 2020  
Parental Leave and Employment Act 1987  
Parental Leave and Employment Regulations 2016  
NZX Listing Rules

## Next Review

This Policy will be reviewed by the Board with guidance from the People, Capability and Iwi Committee annually.

This Policy reflects Auckland Airport's current practice and will be updated accordingly to ensure that it remains effective and meets the best practice standards and Auckland Airport's needs.

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