

Diversity and Inclusion

Auckland Airport Policy

This Policy is set by the Board with guidance from the People, Capability and Iwi Committee of Auckland International Airport Limited ("**Auckland Airport**"). Auckland Airport is committed to supporting diversity and inclusion in the workplace, and is a member of Diversity Works NZ (formerly the Equal Employment Opportunities Trust). We recognise and value that our organisation is, at all levels – including the Board of Directors, executives and employees - a reflection of the customers we serve and the community we are a part of. Diversity of knowledge, skills and life experiences brings with it the capacity to view problems and opportunities from many different perspectives, and ultimately, to generate more creative and inclusive thinking.

We believe that a company which reflects the diversity of the society in which it operates is a company which is responsive, sustainable, high performing and delivers value to its customers, community and shareholders.

Auckland Airport's approach to diversity and inclusion is anchored around enhancing diversity of thought across our business, along with two further focus areas of diversity – gender and ethnicity. We will also ensure our corporate activities are inclusive of a wide spectrum of diverse perspectives, and that all our employees have the opportunity to contribute their unique talents to Auckland Airport.

To these ends Auckland Airport will:

- Establish annual work plans, objectives and activities which promote diversity and eliminate unintended or unconscious bias;
- Ensure our people processes - including for appointment, remuneration, promotion and development - are equitable, inclusive and supportive of our diverse workforce;
- Ensure our people managers 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, 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

Appendix C

- 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.

The Policy will be reviewed by the Board with guidance from the People, Capability and Iwi Committee annually at the end of each reporting period.

Related documents:

Board Charter
People, Capability and Iwi Committee Charter
Auckland Airport Whistleblowers Policy
Auckland Airport Flexible Working Arrangements Policy
Employment Relations Act 2000
Human Rights Act 1993
New Zealand Bill of Rights Act 1990
Privacy Act 2020
Parental Leave and Employment Protection Act 1997
NZX Listing Rules

Next review:

February 2024