

Diversity Policy

Status:	Final
Policy Owner:	Chief Executive Officer
Policy Approver:	PGG Wrightson Board of Directors
Date of Last Approval:	April 2014

Diversity Policy

Purpose	To set out: <ul style="list-style-type: none">• a statement of PGG Wrightson Limited's (PGW) commitment to diversity;• an outline of the perceived benefits of diversity to PGW; and objectives against which to measure PGW's performance against this Policy.
Key Points	PGW recognises that diversity in a variety of forms contributes to improved performance at both Board and Senior Management level, through promoting additional and broader perspectives in approach, leadership, problem-solving and thought.
Scope	This Policy applies to all PGW employees, contractors and subsidiary companies. PGW managers are required to ensure that this Policy is properly implemented in areas under their control.
Date of issue	April 2014
File Retention	PGG Wrightson Bush Wire Intranet
Review	Annually, by PGG Wrightson Board of Directors

Related Policies and Documents

-
- PGG Wrightson Code of Ethics
 - PGG Wrightson Code of Conduct
 - NZX Guidance Note – Diversity Policies and Disclosure
-

1. Policy Standards

1.1 Purpose

The PGW Board has adopted this Policy following the NZX Guidance Note – Diversity Policies and Disclosure issued in December 2012. Its purpose is to set out:

- a statement of PGW’s commitment to diversity;
- an outline of the perceived benefits of diversity to PGW; and
- objectives against which to measure PGW’s performance against this Policy.

1.2 Definitions

Diversity in the workplace means a range of different attributes (e.g. gender, age, skills, ethnicity, disability, religion, sexual orientation and cultural background).

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognising individual differences.

1.3 Scope

This Policy applies to all PGW employees, contractors and subsidiary companies. PGW managers are required to ensure that this Policy is properly implemented in areas under their control.

1.4 Introduction

1.4.1 PGW’s Vision is “**Leaders in the Field, Helping grow the Country**”.

1.4.2 PGW is a leading provider to the agricultural sector, drawing on the knowledge and expertise of over 1,800 permanent employees to offer a wide range of products and services to New Zealand growers, farmers and processors.

1.4.3 Our values of **Accountability, Leadership, Integrity, Smarter and Teamwork** help describe the appropriate standards of behaviour PGW will use to achieve its vision. Our values guide our recruitment and staff management practices. As part of our values PGW supports diversity at all levels and is committed to the absence of discrimination.

1.4.4 Attributes that are particularly relevant to PGW are culture, ethnicity/nationality, gender and skills:

- a. **Culture:** PGW supports a diversity of culture throughout the business including at Board and Senior Management levels, while remaining proud of its own cultural background. PGW has a strong long-standing tradition of service to the New Zealand agricultural sector dating back to 1841, championing the importance of, and being sympathetic to, agriculture and rural communities. PGW has business relationships with American and European suppliers. PGW recognises that Board and organisational diversity is increasingly important.
- b. **Ethnicity/Nationality:** PGW supports diversity of ethnic, national and international origins throughout all levels of the business, including representation of world views from the international markets where culture and business practices differ from New Zealand.

- c. **Gender:** PGW supports gender diversity throughout the business including at Board and Senior Management levels while noting that some of our business activities conventionally attract a predominance of one gender over the other.
- d. **Skills:** PGW recognises that it is important to have the right people in the right roles. Skill set diversity is very important. Diversity of thinking is important – to get the best decisions we need the best skills from relevant disciplines. Diversity for diversity’s sake is unhelpful. Diversity is only valuable if that person is right for the specific role regardless of gender, age or nationality.

1.4.5 PGW notes the guidance¹ of the Human Rights Commission on specific “affirmative action” measures:

“Positive actions to achieve equality

Why can some groups be treated differently in some situations? Different treatment may be necessary to enable a particular group of people to achieve equality with others. Both the Human Rights Act and the New Zealand Bill of Rights Act recognise that to overcome discrimination positive actions may be needed to enable particular groups to achieve equal outcomes with other groups in our society. These positive actions are called ‘special measures’ or ‘affirmative action’. They are not discriminatory if they assist people in certain groups to achieve equality. Any special measure must be based on information that shows that the present position is unequal. Groups of people that may be entitled to special measures are linked by one of the grounds of unlawful discrimination in the Human Rights Act (e.g. sex, ethnicity, disability). Examples include government programmes targeted to specific ethnic groups or university entry quotas for Maori and Pacific people. Special measures are an important tool to reduce the impact of discrimination. Such measures are intended to be temporary and should end when the inequality is eliminated.”

1.5 Diversity Objectives

1.5.1 The Board does not currently consider it necessary to set numerical diversity objectives or targets, nor specific “affirmative action” measures.

1.5.2 The Board will provide a working environment:

- that is objective, open-minded and free from discrimination based on gender, age, ethnicity, disability, religion, sexual orientation and cultural background;
- that reflects the diversity of the markets in which PGW operates;
- that empowers management to cultivate a culture of inclusion in which the strengths of every individual are recognised and valued;
- that seeks to ensure that all staff receive equal and fair treatment under our employment policies and practices, so all can reach their potential on merit, unhindered by individual differences; and
- which recognises and values individual diversity, different skills, ability and experiences. A diverse workforce will enhance our business thinking and performance and assist with our offerings to customers around the world.

1.5.3 PGW employment and selection opportunities, and Board appointment recommendations, will follow objective processes to secure the best person for the role, based foremost on position requirements and merit, with diversity being one of the factors to be taken into account. Where possible and without over-riding merit, PGW will appoint Board² and Senior Management members that reflect:

¹ <http://www.hrc.co.nz/enquiries-and-complaints-guide/faqs/positive-actions-to-achieve-equality>

² Board appointments (except for interim appointments) are often made by shareholders at the Annual Meeting

- experience/interest in agriculture and appropriate skills to assist PGW achieve its vision to be **“Leaders in the Field, Helping Grow the Country”**;
 - the ethnicity/nationality of PGW’s substantial security holders; and
 - a mix of genders, where appropriate.
- 1.5.4 PGW’s Leadership training will assist with reinforcement of the above objectives, and PGW management will have available appropriate HR support in all recruitment and selection processes, with an emphasis on assessing merit and avoiding discrimination.
- 1.5.5 The Board will conduct an annual review of its skills mix to identify areas in which diversity may be improved and to identify opportunities to improve diversity through succession planning.
- 1.5.6 The Board will undertake a regular review of diversity metrics (gender, age etc) at all levels of the business in order to identify levels at which diversity may be improved.

2. Clarification and Breaches

2.1 Clarification

Clarification in respect of this Policy can be obtained from your Manager or the Group HR Manager.

2.2 Breaches of policy

A breach of this Policy may be treated as misconduct and disciplinary action implemented.

2.3 Exceptions

The CEO may authorise deviations from this Policy.

3. Monitoring and Evaluation Performance against Objectives

3.1 Reporting

PGW will publish a copy of this Diversity Policy on its website and will include in its annual report:

- a quantitative breakdown as to the actual gender composition of PGW's Directors and Officers at the balance date and comparative data for the previous year, and
- a report of PGW's performance against this Policy's objectives.

3.2 Accountability

The Chief Executive is accountable to the Board for the ensuring the implementation of this Policy. The Chief Executive will report to the Board from time to time on the implementation of this Diversity Policy and its performance against the Policy.

3.3 Review

The Board will annually review this Diversity Policy and monitor progress towards achievement of measurable objectives.