

Diversity and Inclusion Policy

Status:	Final
Policy Owner:	Chief Executive Officer
Policy Approver:	PGG Wrightson Board of Directors
Date of Last Approval:	14 August 2023

Diversity and Inclusion Policy

Purpose	<p>The Diversity and Inclusion Policy is designed to ensure PGW recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture.</p> <p>This Policy sets out PGW's objectives for enhancing workplace diversity and inclusiveness and how it will achieve and measure those objectives.</p>
Key Points	<p>PGW recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture. PGW recognises that diversity in a variety of forms contributes to improved business performance.</p>
Scope	<p>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.</p>
Date policy first issued	April 2014
File Retention	PGG Wrightson Bush Wire Intranet
Review	Bi-annually, by PGW Board of Directors

Related Policies and Documents

PGG Wrightson Code of Ethics
PGG Wrightson Code of Conduct
PGG Wrightson Whistle-blower Policy
PGG Wrightson Anti-Harassment & Bullying Policy
NZX Guidance Note – Diversity Policies and Disclosure

1. Policy Standards

1.1 Purpose

This Policy is designed to ensure PGW recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture.

This Policy sets out PGW's objectives for enhancing workplace diversity and inclusiveness and how it will achieve and measure those objectives.

1.2 Definitions

Diversity refers to the traits and characteristics that make people unique. It includes visible differences such as gender, age, ethnicity and physical ability/appearance, as well as underlying differences such as thinking styles, religion, sexual orientation, education, family status and cultural background. Diversity encompasses acceptance and respect of an individual irrelevant of their background and means understanding that each individual is unique, whilst recognising the value they bring to the workplace.

Inclusion refers to the behaviours and social norms that ensure people feel welcome within the workplace. It includes creating a work environment and culture where differences are valued, respected and leveraged and where everyone has the opportunity to learn, develop, participate, contribute and achieve in the workplace.

1.3 Scope

This Policy applies to all PGW employees, contractors and subsidiary companies.

1.4 Policy Statement

PGG Wrightson's (PGW) Diversity and Inclusion Policy ("Policy") provides a framework to effectively embed and support a diverse and inclusive workplace for all employees and contractors. PGW values diversity and inclusion and the benefits these bring to our business.

1.5 Policy Detail

- 1.5.1 Diversity and inclusion at PGW is a commitment to appreciating the variety of characteristics that make individuals unique. PGW recognises that a diverse and inclusive workplace culture will result in enhanced relationships with all stakeholders, better customer service and improved financial performance.
- 1.5.2 PGW recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture where all team members are encouraged to reach their full potential and individual differences are valued and respected.
- 1.5.3 PGW's values of Accountability, Leadership, Integrity, Smarter and Teamwork (the "A-List") and leadership behaviours of Take Care, Own It, Lead People, Evolve, Authentic You and Develop

(“TO LEAD”) inherently recognise the importance of diversity and inclusion in helping PGW to achieve its vision to be “Leaders in the Field, Helping grow the Country”. These values and leadership behaviours help guide PGW’s commitment to recognising the benefits of diversity and inclusion in all areas of the business including policies and processes relating (but not limited) to the following:

- Attraction, selection and retention of talent;
- Performance management;
- Remuneration and reward framework;
- Employment provisions, including flexible working;
- Learning and development;
- Talent management and succession planning; and
- Board appointments.

They also ensure PGW’s workforce reflects our stakeholder base and the diverse communities within which we operate.

- 1.5.4 PGW does not tolerate any form of bullying, harassment, discrimination, victimisation or other inappropriate behaviour toward each other in the workplace. These are addressed in our Anti-Harassment & Bullying and Whistle-blower policies and related learning materials.

1.6 Diversity Objectives

- 1.6.2 The Board is committed to providing a workplace:

- that is objective, open-minded and free from discrimination;
- that reflects the diversity of the people with whom PGW engages;
- that empowers management to cultivate a culture of inclusion in which the strengths of every individual are recognised and valued;
- that seeks to ensure 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.

- 1.6.3 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 Board¹ and Senior Management members that reflect:

- diversity and inclusion (as defined within 1.2.)
- experience/interest in the primary sector and appropriate skills to assist PGW achieve its vision to be “Leaders in the Field, Helping Grow the Country”;

¹ Board appointments (except for interim appointments) are often made by shareholders at the Annual Meeting

- 1.6.4 PGW's induction, leadership and management skills training assists 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.
- 1.6.5 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.
- 1.6.6 The Remuneration & Appointments Committee will undertake an annual 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 General Manager People & Safety.

2.2 Breaches of policy

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

2.3 Exceptions

There are no exceptions to this Policy.

3. Monitoring and Evaluation Performance against Objectives

3.1 Reporting

PGW publish a copy of this Diversity & Inclusion 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 ensuring the implementation of this Policy. The Chief Executive will report to the Board from time to time on the implementation of this Diversity & Inclusion Policy and its performance against the Policy.

3.3 Review

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