

THE WAREHOUSE GROUP LIMITED

Diversity and Inclusion Policy

Purpose

The Warehouse Group Limited ("the Company") is committed to providing a work environment where we recognise and value different skills, ability and experiences and where people are treated fairly in order to attract and retain talented people who will contribute to the achievement of corporate objectives.

The Company encourages a working environment in which individual diversity is recognised and where equal employment opportunities are offered to all potential and existing employees (Team Members) on the basis of relevant merit.

Principles

Diversity means eliminating barriers to ensure that all potential Team Members are treated fairly, including being considered for the employment of their choice and having the chance to perform to their maximum potential.

The Company is committed to ensuring that Team Members are treated equitably and as such, the best person is recruited for the job based on job requirements and merit. We endeavour to match individual skills, experience, qualifications and potential to the requirements of the job.

The Company strives to create an environment in which all our people are given the chance to achieve their full potential and in which development opportunities, tools and promotions are based on merit.

We are fully dedicated to ensuring our employment practices are free of any kind of discrimination based on gender identity, ethnic or national origins, colour, race, marital or family status, sexual orientation, age, disability, employment status, religious belief, ethical belief or political opinion.

Practical application

Diversity and Inclusion objectives have the full support of the Group Executive Forum and are practically achieved across the organisation by:

- achieving White Ribbon Accreditation in 2017 which supports the stance of taking an active role in the prevention of Family Violence in New Zealand;
- working towards establishing an Inclusion Network in place by 2018. This will aid in helping to identify and understand barriers for our Team Members so the Company can work towards overcoming those barriers;
- working towards becoming a Rainbow Tick accredited employer by 2019. This will demonstrate the Company as a supportive employer and assist engagement with other New Zealand Companies to leverage diversity and inclusion to make wider social change;
- Supporters of the Champions for Change initiative which aims to achieve a truly diverse leadership in New Zealand by 2020. The initiative connects and encourages collaboration with other organisations to enable ethnic and cultural diversity;
- working towards pay equity by 2020;

- working towards promotion equity by 2020; and
- working towards flexible working being adopted as the norm by 2020.

The Company will also work to understand our diversity trends, identify areas of improvement and celebrate areas making positive change.

The Company will embed inclusion and belonging in our culture through strong policy, communications and training and will continue to be completely unaccepting of any form of harassment or discriminatory behavior. Anyone who acts in a discriminatory manner may place their employment within the Company in jeopardy.

Performance Measurement and Reporting

The Company use both quantitative and qualitative measures to review our diversity performance and have a focus on continuous improvement. These objectives include, but are not limited to, gender diversity. Each year in our annual report we will disclose the measurable objectives for achieving gender diversity set by the Board in accordance with this policy and our progress towards achieving those objectives.

Review

The People and Remuneration Committee will assess annually this Diversity Policy, the diversity objectives and achievement against the objectives. The People and Remuneration Committee will provide its report to the Board of Directors for its review, approval and adoption.

The Board will review this Charter every year to ensure it meets best practice standards and meets the needs of the Company.

Document Review:

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Policy owner	Company Secretary
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