

---

## **SKYCITY Entertainment Group Limited**

### **Diversity & Inclusion Policy**

June 2016

---

#### **Objective**

SKYCITY believes that diversity and inclusion contribute to competitive advantage and sustainable business success. We are committed to an inclusive workplace that fosters and promotes workplace diversity at all levels. We recognise that to deliver outstanding service and breakthrough solutions to our diverse customer community, we too must be diverse. We recognise and celebrate our multicultural diversity and strive to grow our workforce to reflect the diversity of our customers. We value and respect the contributions, ideas and experiences of people from all backgrounds and recognise that, in the interests of equity, appointments should first and foremost be merit-based.

#### **Scope**

This policy applies to every level and aspect of the business including but not limited to the Board of Directors, Executives and Staff across all SKYCITY sites.

#### **The Policy**

This policy provides a framework for SKYCITY's current and future diversity and inclusion initiatives. We at SKYCITY will strive for a culture of inclusion in which the unique contributions of all are recognised and valued. Diversity will be embraced and we will promote a work environment that is fair and free from harassment and discrimination.

We are committed to providing opportunities and initiatives that assist all to reach their potential on merit, unhindered by individual differences. We will regularly benchmark and report on our diversity position, policy and objectives.

#### **Objectives**

Each year SKYCITY's Board of Directors will set measurable objectives to promote diversity, including gender diversity and inclusion. The Board will review and disclose annually in its annual reports the diversity objectives and progress made. SKYCITY has several objectives to advance diversity and inclusion at SKYCITY. These include:

- Continue to strive to ensure strong female candidates are identified in the recruitment process for all Board and Senior Executive roles.
- Obtain Rainbow Tick certification for our Hamilton and Queenstown sites, retain certification in Auckland and seek appropriate options in Australia to reiterate our commitment to our Lesbian, Gay, Bi-Sexual, Intersex and Trans-Sexual staff.
- Monitor the participation of underrepresented groups in our leadership training and talent programmes.
- Deliver a development programme that assists Maori staff reach their management potential.
- Continue to review gender pay equality and deliver an organisation wide programme that removes any risk of bias or in-equity.

#### **Accountability**

The Chief Executive Officer (and/or his delegates) is accountable to the SKYCITY Board of Directors for the successful implementation of this policy. To ensure this occurs SKYCITY will monitor and report progress on diversity and inclusion initiatives and objectives to the relevant committee as appropriate, but at least annually.