

# Scales Corporation Limited

## Diversity Policy

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### Document Control

Version	Date	Comments & Approval
1.0	25 <sup>th</sup> March 2019	Board Approved.
2.0	August 2020	Annual review
3.0	7 December 2021	Annual review

### **1.0 Purpose**

Scales Corporation Limited and its subsidiaries ("Scales") strive to ensure that the contribution of every individual is maximised, in order to create a dynamic and high performing workforce. Scales understands that an ongoing commitment to creating a diverse and inclusive work culture is integral to its sustained commercial success.

### **2.0 Scope**

This policy applies to the Board of Directors, senior management and all employees and contractors of Scales. Such persons are accountable for familiarising themselves with this policy and ensuring that their day-to-day activities are consistent with the principles and values it describes.

### **3.0 Policy Statement**

Scales strives to create and maintain a workforce which capitalises on the diversity of its people, through collaboration and inclusion of a vast range of differences. Scales recruits, promotes and compensates on the basis of merit, regardless of gender, ethnicity, religion, age, nationality, sexual orientation, union membership or political opinion. It requires that people in the workplace are treated with respect in accordance with the Group's philosophies of equal employment opportunities, and anti-harassment and discrimination policies.

Scales has a strong belief that fostering an environment in which every individual has an opportunity to develop and grow has multiple benefits which help drive the success of the group's businesses, including:

- the inclusion of a broad range of perspectives and experiences, allowing for deeper relations with a diverse customer base;
- diversity of thought, which generates healthy discussion and therefore better decision making; and
- recognising that the uniqueness of every individual encourages an engaged, vibrant and highly productive workforce.

#### **4.0 Practical Application**

Scales believes it is fundamental that the principles of diversity and inclusion are actively reinforced throughout every aspect of the group's businesses. Practical application of this policy is intended to be achieved by:

- ensuring strategies for recruitment and selection, development and talent management recognise the benefits of diversity and inclusion in the Scales workforce, including those listed above;
- developing employee experiences and capabilities across multiple divisions and platforms and supporting the professional development of employees; and
- creating an environment which supports and promotes equitable behaviours and practices, and respects individuals and groups of people; and
- measurable objectives for achieving diversity are set by the Board, who will annually assess and report on Scales' progress in achieving these objectives. The Board has set the following measurable objectives:
  - Continue to strive to ensure strong female candidates are identified in the recruitment process for all Board and senior executive roles;
  - Review and encourage participation of under-represented groups in our leadership training programmes;
  - Complete a review of our gender pay equality across roles, age and salary bands;
  - Make access to courses in Te Reo Maori language available to all staff, and also encourage the learning of other languages that are relevant to employees' roles.

#### **5.0 Ongoing Review**

The Board is responsible for the promotion of diversity and inclusion within the Scales workforce.

This will be monitored by annual review, with an annual report to be provided to the Board to allow directors to assess Scales' alignment to its diversity and inclusion values and its measurement and reporting of such values. Following such assessment, the Board may review this policy as appropriate.