Diversity and Inclusion Policy

Purpose

Napier Port is committed to developing a talented and diverse workforce, representative of Aotearoa. Building a diverse workforce and culture is integral to achieving exceptional outcomes for our people, our customers, our community and our shareholders.

We recognise that diversity and inclusion can help us:

- Achieve our strategic aspirations and purpose.
- Connect with our community, customers and shareholders bringing stronger insights as to their needs and aspirations.
- Develop a strong employment brand based on a diverse and inclusive culture that attracts and nurtures our current and future talent.
- Develop our current and future workforce and culture to harness a range of backgrounds and perspectives to broaden our company perspective and decisions.
- Strengthen engagement and performance by allowing our people to be themselves and thrive.

Definitions

Diversity refers to our individual differences, essentially, the visible and invisible dimensions which combine to make each individual unique. This includes characteristics such as ethnicity, age, gender, gender identity, sexual orientation, religious beliefs, language, and education.

Inclusion refers to an environment where everyone feels valued and respected and realise their potential, contributing to the goals and aspirations of Napier Port.

Equity refers to fairness and justice within a safe, inclusive and equitable work environment.

Our commitment to diversity and inclusion

Napier Port will foster a culture of inclusion – where all are welcome and can bring their whole self to work and a variety of different viewpoints and backgrounds are supported. The Board, the Senior Management Team, Managers and Supervisors, Human Resources (and any other employees in roles which may impact the above processes) will collectively and individually support these aspirations.

Napier Port will commit to embedding diversity and inclusion to all areas of our business including:

- Measurement - understanding and tracking perceptions of our internal engagement/culture and external brand, using robust measures and objectives.
- Development of career pathways and our talent – investing in training and development, a diverse and broad talent pool, with a focus on improving gender and representation of other diversity throughout our company.

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- Pathways and opportunities to encourage a diverse range of talent into our company e.g. scholarships, intern, graduate and apprentice programmes, sponsorships and partnerships.
- Employment practices (e.g. recruitment, promotions), which foster diversity and develop talent.
- Remuneration – ensuring equal pay for equal work.
- Workplace flexibility, recognising that people have a wide range of needs and responsibilities and where possible providing flexible working arrangements, work practices and policies to support them.
- Return to work.
- Initiatives to encourage inclusion, including opportunities to understand and address unconscious bias and improving accessibility.
- Targeting discrimination (including bullying and harassment), as unfair, unacceptable and unlawful, and not tolerating its passive and active practice.

Our responsibilities

All employees will act in a way that supports diversity and inclusion.

The diversity of the board, Senior Management Team and the rest of the Napier Port Group will be reviewed annually against agreed metrics by the board.

We regularly elicit feedback from our employees on their engagement and experiences of equity and inclusion, to ensure we understand and target investment to their needs and interests.

We will develop an annual work plan, which includes initiatives to improve diversity and inclusion. The plan will be strongly informed by our employees.

We will ensure both formal and informal mechanisms are in place to promptly deal with concerns, which respect the rights and interests of the individual and the culture of the team.

Corporate governance

To ensure continued focus, transparency and accountability each year the Board will:

- Establish, review and approve measurable objectives for achieving and promoting diversity and inclusion.
- Make appropriate disclosures on its diversity in our annual report as well as through our Sustainability Reporting Framework.

Measures and objectives

We recognise that our diversity objectives should align with our strategy, community, and customers, as well as the changing demographic of our region.

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Related Documents

Flexible working arrangements policy

Working remotely policy

Disclosure of wrongdoing policy and procedure

Human Rights Act 1993

Employment Relations Act 2000

Recruitment and Selection policy

Remuneration policy