

## **1. INTRODUCTION AND PURPOSE**

- 1.1 Fletcher Building is committed to creating a diverse and inclusive working environment at all levels, including senior management and the board of directors.
- 1.2 Fletcher Building believes that a workforce in which differences in gender, age, race, nationality, sexual orientation, physical ability, thinking style and background are well represented, builds competitive advantage, enhances business and thinking, and helps to connect innovatively with customers and markets around the world.
- 1.3 The company believes that an ability to attract and retain a diverse and inclusive workforce broadens the recruitment pool of high calibre candidates, enables innovation, improves business performance, and underpins its reputation as a socially responsible employer.
- 1.4 The commitment to diversity, inclusiveness, employment equity and a balanced blend of work and personal life is reflected in the company's policies, values and statement of operating principles "The Fletcher Building Way".

## **2. REMUNERATION COMMITTEE REVIEWS**

- 2.1 The committee annually reviews progress against diversity objectives and initiatives developed by the company to deliver outcomes against the diversity policy. The company will:
  - (a) promote a working environment free from discrimination, harassment and victimisation;
  - (b) emphasise the accountability of its leaders to cultivate a culture of inclusion in which the strengths of every individual are recognised and valued;
  - (c) raise employee awareness of workplace diversity by designing, delivering, and measuring the effectiveness of programmes that promote workforce diversity, and gender equity;
  - (d) strive to ensure that all employees and contractors receive equal and fair treatment in all aspects of the company's employment policies and practices;
  - (e) promote a culture that empowers and rewards employees to act in accordance with this policy; and
  - (f) regularly benchmark the company's diversity standpoint, status and objectives against appropriate external comparators.

## **3. IMPLEMENTATION AND APPLICATION**

- 3.1 The chief executive officer is accountable to the board for ensuring the implementation of this policy. The board will review the diversity strategy annually and monitor progress towards achievement of measurable objectives. This policy will be regularly reviewed and updated when required.
- 3.2 This policy applies to all employees, contractors and joint venture partners under the control of Fletcher Building Limited and its subsidiaries. Fletcher Building managers are required to ensure that this policy is properly implemented in areas under their control.