

INCLUSION AND DIVERSITY POLICY

Fletcher Building is committed to creating an inclusive and diverse working environment at all levels for the benefit of our people, the board, shareholders, customers and other parties we interact with.

Fletcher Building believes in a workplace where differences in gender, gender identity, age, race, nationality, sexual orientation, physical ability, thinking style and background are welcomed and included. It's important that all our people can access the opportunities available at Fletcher Building because an environment where all groups of society are well represented enables innovation, improves business performance, and underpins our reputation as a socially responsible employer.

Our commitment to inclusion and diversity is reflected in the organisation's policies, values and operating principles: "The Fletcher Building Way".

NEED TO KNOW

Fletcher Building's policy is to:

- Support equal employment opportunity.
- Have zero tolerance for any form of discrimination, harassment and victimisation and not tolerate its active practice.
- Seek to eliminate passive forms of discrimination, harassment and victimisation.
- Cultivate a culture of inclusion where the strengths of every person are recognised and valued.
- Raise awareness of workplace diversity by designing, delivering, and measuring the effectiveness of programmes that promote workforce diversity, and gender equity.
- Strive to ensure that our people receive equal and fair treatment in all aspects of the Group's employment policies and practices.
- Promote a culture that empowers and rewards our people to act in accordance with this policy.
- Regularly benchmark the Group's diversity performance, status and objectives against appropriate external comparators.

This policy applies to: Our people at all businesses within the countries Fletcher Building Group operates and supersedes any previous or existing policies at a business unit or Group level. It is expected non-wholly owned subsidiaries and applicable joint venture/alliances will adapt these rules and guidelines as much as possible to be consistent with this policy. It applies to behaviours that occur:

- Within the workplace and/or during work hours.
- In connection with work, even if it occurs outside normal working hours and/or away from the workplace, including social media communications and comments.
- During work activities, for example when dealing with customers.

EXPLANATORY AND GUIDANCE NOTES

Definitions

Inclusion describes a culture where every member of the organisation feels valued and respected and can fully contribute to the ultimate goals of the organisation. It is about removing barriers to make sure everyone can fully participate in the workplace.

Diversity refers to our individual differences and how these provide a unique mixture of knowledge, skills and perspectives to our teams. Diversity includes but is not limited to characteristics such as cultural background and ethnicity, age, gender, gender identity, differences in physical and cognitive abilities, sexual orientation, religious beliefs, language and education.

Equal Employment Opportunity is the principle of ensuring that our people have the same access to enter the organisation and to grow within it, free from discrimination and biases.

Discrimination is any practice that makes distinctions between individuals and groups, based on their distinctive characteristics, that disadvantages some people and/or advantages others.

Our People means 1.) all employees, contractors and directors of the Fletcher Building Group or 2.) any person performing work or service for the benefit of the Fletcher Building Group under its supervision.

Complaints

If you believe you have witnessed or experienced a breach of this policy, you must immediately report the violation to your direct manager or supervisor.

Where you feel reporting to your manager is not appropriate then concerns may also be reported:

- directly to your Business Unit People and Performance Manager; or
- through the FBuCall hotline

Questions on this policy?

Please contact your direct manager or your BU People & Performance Manager if you need guidance or have any questions or concerns about this Policy. If you are not an employee, please contact the General Manager Group People and Performance

Related policies: [Human Rights Policy](#), Bullying and Harassment Policy, [Code of Conduct](#), Whistleblowing (Wrongdoing) Disclosure Policy