



Diversity, Equity and Inclusion Policy

1 Purpose

The purpose of this Policy is to outline Ryman's commitment to supporting a diverse and inclusive environment for every member of our Ryman family by empowering people to do work that is 'good enough for Mum and Dad' and extends to all our elders, kaumatua, families, whānau, mob, and communities we serve, now and into the future.

2 We believe

We are committed to strengthening our culture of diversity, equity and inclusion.

Our people are our most valuable asset, and the collective sum of their individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent, represents a significant part of our culture, our reputation and our achievements to date. It is also the foundation for the success of our future.

We embrace and encourage our team members differences in age, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our team members unique.

Ryman's commitment to diversity, equity and inclusion is applicable, and not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programmes; restructures; and terminations.

Our fundamental values of kindness and care create a culture that appreciates and values diversity, welcoming people to be themselves and get the best out of others. Diversity amongst our people makes us stronger, enables greater innovation, and improves the delivery of our business goals.

We want all our people to be treated fairly, feel valued, respected, and be able to bring their full, unique selves to their work and life at Ryman. It means everyone feels a sense of belonging (inclusion) and is safe and supported, with equal opportunities to progress their careers, and contribute to our objectives.

3 Core principles

This means we work to develop a culture where our team members and leaders:

- Treat everyone with respect and dignity
- Respect the rights of others and contribute to a workplace free from discrimination, harassment, bullying and intimidation
- Strive to create an inclusive and diverse workforce that reflects the communities in which we operate. Our efforts include promoting equal opportunities, eliminating biases, and ensuring fair representation across all levels of the organisation
- Positively contribute to our diverse workforce by seeking out and encouraging different perspectives, ideas, and ways of working
- Speak up if they see behaviour that is not aligned with our Ryman Characteristics or Policies or that threaten our commitment to a diverse and inclusive Ryman family
- Be mindful of cultural sensitivities and be inclusive in the language they use when communicating with others
- Create an equitable and inclusive workplace for First Nations/Indigenous team members, that is reflective of the communities that we operate in.
- Anyone found to have exhibited any inappropriate conduct or behaviour towards others may be subject to disciplinary action.

As part of Ryman's approach to diversity, equity and inclusion, the company sets measurable objectives for assessing performance against this Policy to ensure continued focus and prioritisation. The Board will also annually review (and reset if necessary) the measurable objectives for achieving and promoting diversity, equity and inclusion.

4 Other relevant documents

- Ryman Code of Conduct
- Whistleblower Policy

5 Questions or support

In the first instance, team members should raise any concerns with their manager or another manager. If team members are not comfortable raising a concern with their leader, they can contact the confidential HR line (see below) or refer to the Whistleblower Policy.

New Zealand

Phone: 0800 838 919

Email: confidential@rymanhealthcare.com

Australia

Phone: 1800 431 139

Email: confidential@rymanhealthcare.com

Ownership and review

Approver	Ryman Healthcare Board
Date	March 2024
Reviewer	People, Safety and Remuneration Committee
Ownership	Chief People and Safety Officer
Review frequency	Every two years or earlier as required