



## Diversity, Equity and Inclusion Policy

### **Locations**

Office, Sales, Village and Construction – Australia & New Zealand

### **Board Approved**

March 2023

### **Owner**

Chief People & Safety Officer

### **Purpose:**

The purpose of this policy is to outline Ryman Healthcare'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, whanau, mob, and communities we serve, now and into the future.

### **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 Healthcare'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 programs; restructures; and terminations.

Our fundamental values of kindness and care creates 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, take opportunities, and contribute to our objectives.



### **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.

### **Other relevant documents**

- *Ryman Code of Ethics*
- *Whistle-blower Policy*

### **Questions or support**

In the first instance, team members should raise any concerns with their leader or another senior leader. If team members are not comfortable raising a concern with their leader, they can contact the HR Confidential Feedback Line (see below) or refer to the Whistle-blower policy.

#### **New Zealand**

Phone: 0800 588 222

Email:

[confidential@rymanhealthcare.com](mailto:confidential@rymanhealthcare.com)

#### **Australia**

Phone: 1800 431 139

Email:

[confidential@rymanhealthcare.com](mailto:confidential@rymanhealthcare.com)