



plexure

Plexure Group Limited Diversity Policy

JANUARY 2020

General principle: Plexure acknowledges the importance of treating others with dignity, respect and fairness, and taking into consideration cultural sensitivities, as well as ensuring freedom from unlawful discrimination.

Commitment to diversity and inclusion: Plexure is committed to creating and maintaining an inclusive and collaborative workplace culture by recognising the values of a diverse and skilled workforce. This commitment extends to all areas of its business.

Initiatives: Plexure will support the ongoing enhancement of diversity and inclusion of initiatives, which may include:

- (a) promotion of a discrimination, harassment and victimisation-free working environment, with a focus on respect and inclusion;
- (b) raising employee awareness of workplace diversity by designing, delivering and measuring the efficacy of gender equality and workforce diversity programmes;
- (c) diversity support and education;
- (d) promotion of a culture of empowerment that rewards employees to act in accordance with this policy; and
- (e) striving to ensure that all employees receive equal treatment in all aspects of Plexure's employment policies and practices.

Implementation: In order to achieve its objectives and initiatives, Plexure will:

- (a) ensure that none of its procedures and culture conflicts with its commitment to a nondiscriminatory and inclusive workplace;
- (b) communicate clear expectations to senior managers and other employees of the kind of conduct and behaviour expected to support a non-discriminatory and inclusive workplace; and
- (c) provide the relevant training to employees of Plexure through induction and refresher training.

The CEO is responsible to the Board for the implementation of this policy.

Review process: The Board shall annually review this policy, the implementation of this policy and progress towards achievement of the diversity objectives established in connection with this policy.

Annual Report: In accordance with the NZX Main Board Listing Rules and the NZX Guidance Note on Diversity Policies and Disclosure, Plexure will include in each annual report:

- (a) a quantitative breakdown of the gender composition of Plexure's directors and officers as at Plexure's balance date, together with comparative figures for the prior balance date; and
- (b) a statement from the Board providing an evaluation of Plexure's performance with respect to this policy.