



Inclusion and Diversity Policy

9 August 2019

Our Tikanga guides us

We encourage our people to 'bring your human to work'.

We believe in an inclusive and diverse workplace in which differences in gender, age, ethnicity, religion, sexual orientation, gender identity, background and experience are valued.

Contact is committed to providing a work environment that is free from all forms of bullying, harassment and discrimination.

We develop people's leadership skills to manage diverse individuals and teams, and create a culture where multiple voices are heard, and their opinions are valued and considered.

We are committed to pay equity.

We actively seek opportunities to lead diversity and inclusion outside of Contact to attract diverse talent.

We provide flexible working practices to leverage the breadth of our people's knowledge and skills and support better lives for our people.

We recognise that all of our people own and lead an inclusive culture.

We believe a diverse workforce and an inclusive culture leads to diversity of thought and better decision-making, drives stronger business performance and creates a stronger economy and a better world. We recognise that we still have work to do to be a truly diverse and inclusive company.

The Board of Directors set diversity objectives. Each year the Board reviews the objectives with Management and assesses our progress towards meeting them.