

---

## SkyCity Entertainment Group Limited Diversity & Inclusion Policy

June 2020

---

### Objective

SkyCity believes that diversity and inclusion contribute to competitive advantage and sustainable business success. We are committed to providing an inclusive workplace that fosters and promotes diversity at all levels.

We recognise that to deliver outstanding service and breakthrough solutions to our diverse customer community, we too must be diverse. We recognise and celebrate our multicultural diversity and strive to grow our workforce to reflect the diversity of our customers. We value and respect the contributions, ideas and experiences of people from all backgrounds and provide a working environment where individual diversity is recognised and celebrated.

### Scope

This policy applies to every level and aspect of the business including but not limited to the Board of Directors, Executives and Staff across all SkyCity sites.

### The Policy

This policy provides a framework for SkyCity's current and future diversity and inclusion initiatives. We strive for a culture of inclusion in which the unique contributions of all are recognised and valued, where people are free to be themselves. Diversity is embraced, and we promote a work environment that is encouraging of difference and free from harassment and discrimination.

We are committed to providing opportunities and initiatives that assist all to reach their potential. We regularly benchmark and report on our diversity progress, policy and objectives.

### Objectives

Each year SkyCity's Board of Directors will set measurable objectives to promote diversity and inclusion, including gender and pay equality. The Board will review and disclose annually in its annual reports the diversity and inclusion objectives and progress made. SkyCity has several objectives to advance diversity and inclusion at SkyCity:

- Continue to ensure strong female candidates are identified in the recruitment process for all Board and senior executive roles
- Maintain a gender balance across the population of employees who make up the top four levels of the organisation hierarchy
- Continue to review gender pay equality and deliver an organisation-wide programme that removes any risk of bias or inequality
- Leverage and grow diverse talent pools to develop a more ethnically diverse leadership population
- Maintain certification with specialist organisations who represent minority groups within the SkyCity workforce (for example Rainbow Tick) to reiterate our commitment to and support of these minority groups' interests
- Build the capability of all leaders in understanding and leveraging diversity of thought through ensuring appropriate learning and development solutions are delivered

- 
- Identify and appoint an advisory panel to provide informed perspectives and guidance to the CEO and Inclusion Council on diversity and inclusion matters
  - Continue to provide support and education to employees and managers to promote mental health awareness and wellbeing

### **Accountability**

The Chief Executive Officer (and/or his/her delegates) is accountable to the SkyCity Board of Directors for the successful implementation of this policy. To ensure this occurs SkyCity will monitor and report progress on diversity and inclusion initiatives and objectives to the relevant committee as appropriate, but at least annually.