

# SkyCity Entertainment Group Limited

## Diversity, Equity and Inclusion Policy

Policy Owner	Chief People and Culture Officer
Policy Approver	Board
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## Purpose and scope

At SkyCity Entertainment Group (the **Group** or **SkyCity**), our people are expected to use our Code of Conduct (**Our Code**) to deliver on our purpose and values. This Diversity, Equity and Inclusion (**DEI**) Policy (**Policy**) supports Our Code by embedding principles of DEI into our day-to-day behaviours, decision-making processes, and organisational culture.

SkyCity's strength comes from our diverse people and deep community connections. Committed to equity and an inclusive culture, we empower everyone to succeed, fostering belonging that fuels growth and drives our shared vision. This Policy ensures that our commitment to DEI is reflected in every aspect of our operations by setting clear expectations for how our people foster an inclusive and equitable environment.

By aligning this Policy with SkyCity's core values of "Own it," "Share it" and "Live it," and Our Code, we create a robust framework that upholds ethical standards, ensures respect for all individuals, and promotes the creation of a diverse and vibrant workplace. Our Code not only underpins this Policy but reinforces the actions necessary to maintain a fair and inclusive culture.

This Policy applies to all entities within the group of bodies ultimately owned or controlled by SkyCity, all SkyCity employees, contractors, and sub-contractors of the Group.

This Policy applies to behaviour that occurs:

- within the workplace and/or during working hours;
- in connection with work, even if it occurs outside normal working hours and/or away from the workplace, including social media communications and comments; and
- during work activities, for example when dealing with customers.

## Policy statement

SkyCity is committed to fostering a culture where inclusion and equity are integral, and the unique contributions of all individuals are recognised and valued. We promote a workplace that is unequivocally free from harassment and discrimination, ensuring fair access to opportunities, resources, and support for all.

Our goal is to create an environment where everyone feels free to be themselves, and diversity is not only embraced but celebrated.

## Policy principles

The Policy is founded on six key principles, supported by internal policies, processes, and procedures and benchmarked against industry standards:

### **Equal opportunity employer (EEO)**

As an EEO, we ensure fair and unbiased access to job prospects, professional development, and workplace support for all, regardless of personal characteristics such as gender, ethnicity, and sexual identity. We prioritise equity to dismantle systemic obstacles and discriminatory practices.

### **Inclusive and accessible workspaces**

We strive to remove barriers to participation, providing equitable opportunities and necessary accommodations. Our commitment ensures that everyone has the resources and support needed to excel.

### **Embedding a culture of belonging**

We cultivate a culture where every employee feels valued and integral to the team. By promoting inclusivity and celebrating diversity, we create a supportive and collaborative environment.

### **Positive interactions and wellbeing**

We prioritise fostering positive interactions and enhancing employee wellbeing, focusing on respectful communication, safe working environments, teamwork, and attention to mental and physical health.

### **Recognising and respecting our Indigenous communities**

We honour the unique heritage and contributions of our Indigenous communities. We foster relationships based on respect and understanding, promote cultural awareness, and integrate Indigenous perspectives into our organisation, creating an inclusive environment that empowers all members.

### **Fostering our future workforce**

We invest in our employees' growth and development, offering opportunities for continuous learning, skill enhancement, and career advancement to prepare our team for future challenges.

## How we live the principles

### Meaningful certifications

SkyCity actively participates in external benchmarking programmes to measure and enhance our DEI efforts. These initiatives provide valuable insights and frameworks, helping us support and uplift minority groups within our workforce.

By engaging with these benchmarks, we ensure our DEI strategies are effective and aligned with industry best practices, enabling us to build a more inclusive and equitable workplace.

### Employee voice

The Inclusion Council (**Council**) serves as the voice of SkyCity's employees, providing valuable knowledge, insights, and guidance to advance DEI initiatives. Comprised of elected representatives of key groups within our workforce, the Council works alongside the Group DEI Lead to ensure that diverse perspectives are heard and integrated into our DEI strategies. The Council helps connect and support various employee groups and initiatives, driving progress and fostering a truly inclusive environment.

### Site-level responsiveness

Co-collaboration encourages site accountability and progress, making every site a stakeholder in our DEI journey. The Group DEI Lead will partner with site representatives annually to craft tailored site-level targets, endorsed by their Executive or Senior Leader, ensuring alignment with overall DEI objectives and site-specific needs.

### Measurable objectives

Each year, the Board, following recommendation from the Board's People and Culture Committee, will establish measurable objectives to advance DEI across the organisation.

The Group DEI Lead will provide quarterly updates to the Board and Senior Leadership of progress against these objectives, ensuring that we remain aligned with our goals and are progressing as planned.

The Board will annually review and report on progress against these objectives in SkyCity's annual report.

## Speaking up

Everyone at SkyCity has a responsibility to speak up where they see, hear, or experience behaviours that do not feel right. You can raise concerns to your People Leader, any

Group Risk employee, or the Executive team member within the area you work. You can also raise your concern confidentially using safe2tell.

Any report of conduct contrary to this Policy will be investigated and handled in accordance with established processes.

## Key accountabilities

The following key accountabilities apply:

Who	Key accountabilities
Board (Policy Approver)	<ul style="list-style-type: none"> <li>Annually approving, on the recommendation of the People and Culture (<b>P&amp;C</b>) Committee, measurable objectives for achieving DEI for: <ul style="list-style-type: none"> <li>SkyCity</li> <li>our Executive Leadership; and</li> <li>the Board</li> </ul> </li> <li>Annually assessing, on the recommendation of the P&amp;C Committee, the measurable DEI objectives and progress towards achieving them</li> <li>Annually reporting SkyCity's progress against the measurable DEI objectives in SkyCity's annual report</li> <li>Annually evaluating SkyCity's performance with respect to this Policy</li> </ul>
Chief People and Culture Officer (Policy Owner)	<ul style="list-style-type: none"> <li>Developing and implementing, in collaboration with the P&amp;C Committee, the enterprise-level targets for achieving DEI at SkyCity</li> <li>Reporting to the P&amp;C Committee on DEI initiatives and progress against the measurable objectives</li> </ul>
Senior Leadership (SLT) Team	<ul style="list-style-type: none"> <li>Providing leadership for and championing DEI in SkyCity</li> <li>Promoting a culture of DEI</li> <li>Developing and implementing, in collaboration with the Group DEI Lead, measurable targets for achieving DEI at SkyCity</li> <li>Appointing an accountable Executive to annually assess, in collaboration with the Group DEI Lead, the measurable DEI targets and progress towards achieving them</li> <li>Annually evaluating the respective SkyCity site's performance with respect to this Policy</li> </ul>
Group DEI Lead	<ul style="list-style-type: none"> <li>Providing leadership for and championing DEI in SkyCity</li> <li>Developing and implementing, in collaboration with the Chief People and Culture Officer, the enterprise-wide and site-level targets for achieving DEI at SkyCity</li> <li>Designing and monitoring (on a half-yearly basis), in collaboration with the appointed site representative, the site-level targets and progress towards achieving them</li> <li>Delivering an annual DEI programme for the Group</li> </ul>

Who	Key accountabilities
	<ul style="list-style-type: none"> <li>Providing quarterly evaluation of the relevant SkyCity site's performance with respect to this Policy</li> </ul>
People and Culture Team	<ul style="list-style-type: none"> <li>Maintaining awareness of DEI best practice</li> <li>Implementing, assessing, and reporting on the annual DEI programme for the Group</li> <li>Providing reporting and recommendations to SLT and Board on key DEI metrics</li> </ul>
People Leaders	<ul style="list-style-type: none"> <li>Familiarity with our approach to DEI as documented in this Policy</li> <li>Adhere to this Policy and support DEI procedures at all times</li> <li>Take action when this Policy is not adhered to</li> <li>Create and maintain an inclusive workplace culture through role modelling inclusive behaviours</li> <li>Create diversity within teams and encourage diversity of thought and experiences to deliver better outcomes for our people, our customers, and the community</li> </ul>
All employees	<ul style="list-style-type: none"> <li>Awareness of SkyCity's DEI principles and objectives</li> <li>Perform their role in a manner consistent with this Policy and Our Code</li> <li>Undertake all mandatory training</li> <li>Speak up when you see, hear, or experience something that does not feel right</li> </ul>

## Compliance statement

This Policy supports Our Code and has been developed having regard to SkyCity's compliance obligations, including those noted under the 'Relevant documents' section.

## Breach of Policy

Breach of this Policy may be regarded as misconduct, which may lead to disciplinary action (including termination of employment or engagement).

## Relevant documents

### Related internal documents

This Policy should be read in conjunction with current SkyCity policies and relevant departmental procedures, including but not limited to:

- Code of Conduct
- Social Media Policy
- Appropriate Workplace Behaviour Policy
- Whistleblowing Policy
- Appearance and Uniform Standards Policy
- Bereavement/Tangihanga Policy
- Parental Leave Policy
- Disciplinary and Dismissal Policy

### External sources of obligations

#### New Zealand

- Human Rights Act 1993
- Employment Relations Act 2000
- Health and Safety at Work Act 2015

#### Australia

- Fair Work Act 2009 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Equal Opportunity Act 1984 (SA)
- Work Health and Safety Act 2012 (SA)

## Revisions

Version	Approval Date	Effective Date	Implementation Date	Details
[1.0]	October 2024	November 2024	January 2025	New policy to replace existing DEI Policy; introduction of key principles, expanded roles and responsibilities, and site-specific targets.