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## SKYCITY Entertainment Group Limited

### Diversity & Inclusion Policy

Updated as at June 2018

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#### 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 aim to 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 aim to provide a working environment where individual diversity is recognised and celebrated. We recognise that, in the interests of equity, appointments should first and foremost be merit-based.

#### 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 at SKYCITY will strive for a culture of inclusion in which the unique contributions of all are recognised and valued, where people can be free to be themselves. Diversity will be embraced, and we will 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 on merit, unhindered by individual differences. We will 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 diversity and inclusion. The Board will review and disclose annually in its annual reports the diversity objectives and progress made. SKYCITY has several objectives to advance diversity and inclusion at SKYCITY. These include:

- Continue to ensure strong female candidates are identified in the recruitment process for all Board and Senior Executive roles
- Maintain a gender balance between levels 1-4 of the organisation hierarchy
- Continue to review gender pay equality and deliver an organisation wide programme that removes any risk of bias or in-equality
- Leverage diverse talent pools to develop a more ethnically diverse leadership population
- Maintain Rainbow Tick certification for our all New Zealand sites and partnership with Pride in Diversity Australia to reiterate our commitment to our Lesbian, Gay, Bi-Sexual, Intersex, Takatapui and Transgender staff
- Build the capability of all leaders in understanding and leveraging diversity of thought through ensuring appropriate learning and development solutions are delivered

- Continue to provide support and education to employees and managers to promote Mental Health Awareness

**Accountability**

The Chief Executive Officer (and/or his 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.