

# Diversity Policy

## 1. Purpose

At Millennium Hotels & Resorts New Zealand (MHR), fostering diversity and inclusivity in both our workforce and our customers is essential to our organisation's success. We welcome guests from around the world and pride ourselves on making them feel comfortable, safe and valued when they stay with us. This welcoming environment extends to our employees, where we embrace a diverse workforce which reflects the diversity of our customers and the environment that we operate in.

Diversity and inclusion are important factors in creating a workplace where our people feel comfortable to be themselves, are valued for the diversity they bring and are able to perform at their best. By having a workforce where differences in gender, age, race, ethnicity, religion, sexual orientation, physical ability, thinking style and background are well represented, we can understand our customer and stakeholder needs better, enhance relationships and deliver better service to our guests.

This policy outlines our commitment to diversity and inclusivity at MHR and how we will demonstrate this. It applies to all employees (including any secondees, contractors or consultants) of Millennium Hotels & Resorts New Zealand.

## 2. Policy Commitments

Millennium Hotels & Resorts New Zealand is committed to creating a culture that promotes diversity and inclusivity across the organisation and ensuring that this is reflected in our processes and practices.

### Our commitments:

- We promote diversity and inclusion in the workplace, respecting the unique skills, backgrounds and qualities our employees bring to their work and creating an environment free of harassment, victimisation and unlawful discrimination.
- We hold our leaders accountable for promoting diversity and inclusion by ensuring their employees are aware of this policy, modelling appropriate behaviour, supporting initiatives and processes designed to enhance diversity and inclusion and creating inclusive environments within their teams.
- We ensure that all employees and contractors receive equal and fair treatment in all aspects of the company's employment policies and practices, including but not limited to Recruitment, Remuneration & Reward, Learning & Development, Performance Management and Talent & Succession Planning.
- We ensure that there is support in place for anyone who feels that their diversity factors are not acknowledged or respected. Employees are encouraged to discuss any known or suspected breach of this policy with their direct manager, General Manager/Leadership Team Member or a member of the Human Resources team. Alternatively, any employee who is aware of a breach of this policy can take action in accordance with the Whistleblowing Policy.
- We report transparently internally and, as appropriate, externally on workforce diversity (to the extent that it is feasible to collect and report diversity metrics and measures).

- We require all employees to act in accordance with this policy. Behaviour, actions or words that contravene the policy will not be tolerated and will be dealt with in line with MHR's Code of Conduct.

### **3. Review & Measurement**

The Board of Directors will set and regularly review the measurable objectives that Millennium Hotels & Resorts New Zealand will report on and will ensure appropriate disclosures are made available in our annual report.

The Leadership Team and Human Resources team will use these metrics to review diversity at all levels of the business on a regular basis in order to identify how we can enhance diversity and implement initiatives that support this.

This policy will be reviewed at minimum once every 2 years by the policy owner.

#### **Document Control:**

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Approved By	MCK Board
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Policy Owner	Human Resources
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