

This policy applies to all Synlait Milk Limited (Synlait) sites.

This Policy applies to all Synlait's people (employees and Directors).

Synlait shall achieve this by:

Purpose

Synlait aspires to employ and embrace a diverse range of talents. Attracting, developing, and retaining those talents is crucial for the success of our business. We believe that our ability to innovate and grow is rooted in the diversity of thought and creativity of our people.

The Policy sets out our philosophy around diversity and inclusion, its practical application, and the process for an annual review of measurable objectives set.

Background

We seek to harness the power of all talents to advance Synlait mission of profit with purpose. We seek to build a diverse and inclusive company that thrives on the mix of gender, age, ethnicity, nationality, education, religion, ways of thinking and leadership styles. We commit to a proactive programme to address the diversity deficit in the current workforce mix.

Each qualified person can bring to the workplace the richness of their individual perspective and experience. Fresh ideas are born in workplace cultures that promote inclusion and equality.

An inclusive culture is one where everyone feels valued and respected and can fully contribute. It is about removing barriers to make sure everyone can fully participate in the workplace and have equal access to opportunities. Inclusion is about empowering people to contribute their skills and perspectives for the benefit of organisational performance and business outcomes.

Our Commitment

We are committed to the principles of being a 'good employer' and treating everyone with dignity and respect. We all have the right to work in an environment that is free from unlawful discrimination, harassment, and workplace bullying.

We are committed to employing people with different qualities, abilities, skills, knowledge, experiences, perspectives, and attitudes to work. When we employ or engage an individual, the decision will be based on merit, the potential, the ability to carry out the role and for career progression. We will also seek to address conscious and unconscious bias in recruitment.

We are committed to pay equity as well as attracting, recruiting, developing, promoting, and retaining a diverse group of talented individuals, who in turn, will help drive our business performance.

Our [Q1689 SML Standards Policy](#) underpins this aspiration, recognising each of us has a responsibility for ensuring that we work together, honouring the letter and the spirit of the expected standards, and for reporting any breaches.

We are committed to developing our people. We will do this by offering equal opportunities for career development, based on performance, knowledge, skills, and leadership prospects for future success.

We acknowledge that the needs of our people will change during the different stages of life particularly with family support and care requirements.

Action

As part of the Policy Synlait will:

- collect and report data on diversity and inclusiveness at Synlait

- agree performance indicators and measurable objectives for diversity and inclusion; and
- develop strategies and action plans to achieve these objectives.

Roles and Responsibilities

The Board are responsible for:

- Promoting a corporate culture of diversity and inclusiveness.
- Approving the Policy and reviewing the strategy and actions.
- Conducting an annual assessment of the Policy, the objectives and the progress made toward achieving them.

Management are responsible for:

- Developing and implementing the strategies and measurable objectives for achieving diversity and inclusion in Synlait.
- Reporting to the Board on diversity initiatives and progress against the strategies and measurable objectives.
- Providing leadership for diversity and inclusiveness at Synlait.

For this policy to be successful, the active participation and support of all our employees are essential.

Policy Control

As per the Compliance Programme, this document will be formally reviewed two yearly or more frequently if operational or legislation changes require.

The Delegated Author for this document is the Head of Leadership and Culture who is responsible for monitoring and managing areas of compliance, ensuring key subject matter experts and collaborators have been consulted during the review and coordinating the update to this document. Any proposed changes to this document should be provided through to the Delegated Author for consideration.

This document is owned by the Director People and Culture who is responsible for endorsement of any proposed changes and for ensuring that mechanisms are in place to ensure the policy is adhered to.

Responsibility for the final approval of the refreshed document (or roll-over of the document in its current form) is by the People Environment and Governance Committee.



Grant Watson
Chief Executive Officer
Synlait Milk Limited



Cathy Gamlen
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Synlait Milk Limited