

# DIVERSITY POLICY

## Vision and Purpose

1. Metlifecare Limited treats its obligations as a responsible employer seriously and recognises value in employees viewing Metlifecare as their employer of choice.

The Company has a diverse workforce comprising many individuals with a range of skills, values, backgrounds, gender and education.

Metlifecare has a commitment to selecting and retaining the best employees from a diverse range of backgrounds. Such diversity means that employees have a wide array of perspectives and encourages opportunities for full participation of ideas at every level of the Company. This promotes and enhances business growth and performance, helping to drive an inclusive, high-performance environment.

At Board level, the Nominations & Corporate Governance Committee is focused on assessing industry experience, expertise and gender balance in the process of evaluation, selection and appointment of new Directors to the Board.

## Objectives

2. Facilitate and promote equal employment opportunities at all levels including assessment of diversity of skills, experience, values, culture and gender wherever possible from the available candidates.
3. Facilitate and promote a merit-based environment in which employees have the opportunity to develop and perform to their full potential on an on-going basis in alignment with the Company's commitment to the ongoing training and wellbeing of its employees.
4. Reward excellence and ensure employees are treated fairly, evaluated objectively and promoted on the basis of their performance.

### Review and Measurement

5. The Chief Executive Officer and General Manager Human Resources will review the Company's Diversity Policy and its performance against the objectives on an annual basis and report to the Board.
6. The Board will review and report on the gender composition of the Board and the Executive Team on an annual basis.
7. The Company will disclose in its Annual Report:
  - (a) A breakdown of the gender composition of its Board and Executive Team.
  - (b) A statement from the Board evaluating the Company's performance against this Diversity Policy.
8. The Board annually reviews this Diversity Policy.

### Publication

9. This Diversity Policy is available on the Company's website, [www.metlifecare.co.nz](http://www.metlifecare.co.nz).