

DIVERSITY POLICY

1. VISION AND PURPOSE

Oceania Healthcare Limited (“**Oceania**”) treats its obligations as a responsible employer seriously and recognises value in employees viewing Oceania as their employer of choice. Oceania has a diverse workforce comprising many individuals with a range of skills, values, cultures, backgrounds, gender and education. Oceania 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 Oceania. This promotes and enhances business growth and performance, helping to drive an inclusive, high-performance environment and better serve the diverse resident and stakeholder base we are accountable to.

2. OBJECTIVES

Oceania will facilitate and promote equal employment opportunities at all levels including assessment of diversity of skills, experience, values, culture, gender and sexual orientation wherever possible from the available candidates.

Oceania will promote a merit-based inclusive work environment in which employees have the opportunity to develop and perform to their full potential in alignment with Oceania’s commitment to the ongoing training and wellbeing of its employees.

Oceania will ensure employees are treated fairly, evaluated objectively and promoted on the basis of their performance. Oceania will remunerate equivalent roles in an equitable manner.

The Board, when making appointments, will consider gender and cultural balance as well as the skills and experience needed to expand the perspective and capability of the Board as a whole.

The Chief Executive Officer, when considering appointments to the Senior Management Team, will make reasonable efforts to ensure that the short-list of candidates includes a mix of genders, cultures and other backgrounds where the skills and experience of the candidates make this possible.

Oceania’s Senior Management Team will assist the Board to establish measurable objectives for achieving greater diversity at Oceania.

3. RESPONSIBILITY

The Board is responsible for approving Oceania’s Diversity Policy and for exhibiting leadership behaviours that reflect Oceania’s Diversity Policy by considering diverse candidates when making appointments.

The Remuneration Committee is responsible for reviewing Oceania’s Diversity Policy, approving objectives and monitoring performance against the Policy and objectives.



Management is responsible for developing and implementing the approved objectives and reporting on progress against the objectives to the Remuneration Committee. Management provides leadership to actively promote diversity and inclusiveness in Oceania. Senior management are responsible for ensuring all personnel are aware of this Policy and adhere to its principles and requirements.

Employees will be informed of Oceania's Diversity Policy and are required to adhere to the guidelines in the Policy in decision making relating to employment and appointment of suppliers and contractors.

4. REVIEW AND MEASUREMENT

Breaches of Oceania's Diversity Policy will be reported to the Board as they occur.

The Chief Executive Officer will review Oceania's Diversity Policy and its performance against its objectives on an annual basis and report to the Remuneration Committee.

The Board will review and report on the gender composition of the Board and the Senior Management Team on an annual basis.

Oceania will disclose, in its Annual Report:

- (a) A breakdown of the gender composition of its Board and officers; and
- (b) A statement from the Board evaluating Oceania's performance against this Diversity Policy.

5. PUBLICATION

This Diversity Policy is available on Oceania's website, www.oceaniahealthcare.co.nz.

6. REVIEW

This Policy was reviewed by the Board in September 2020 and will be reviewed every 24 months.

