

Diversity Policy

1. Introduction

Waste Management NZ Ltd (“WM”) has a workforce made up of people with diverse values, backgrounds, skills, experiences, and needs. Diversity at WM encompasses differences in gender, ethnicity, language, age, sexual orientation, religious beliefs, political beliefs, socio-economic status, physical and mental ability, experience, and education.

WM values this diversity and recognises the benefits that it brings to our company, customers and other key stakeholders. Our Diversity Policy and the supporting processes are aimed at creating a culture where our employees understand that each individual is unique and that managing diversity makes us more creative, flexible, productive and competitive.

Our commitment to diversity extends to all areas of our business. This includes recruitment, selection and appointment to roles, training and development, remuneration and reward, retention of employees, forms of leave and flexible working arrangements, succession planning and company policies and procedures.

2. Leadership Commitment

The [Executive Leadership Team](#) take a leading role in promoting WM’s diversity profile, and drives commitment for awareness around an inclusive culture.

3. Workforce Profile

WM has analysed its workforce profile to determine key representation metrics. Initiatives to increase female representation at all levels of the organisation, including management and non-traditional roles have been endorsed by the MD.

WM also seeks to develop a workforce whose diversity reflects that of the communities in which we operate. Progress towards these objectives will be achieved through policies and programs that promote an inclusive culture at every stage of the employee life cycle.

4. Talent Management

WM is committed to embedding diversity initiatives into our broader talent management processes including [learning and development](#) and succession planning. By doing this, WM will support the development of all talent and ensure that all employees have equal access to the appropriate development opportunities to progress to senior positions within the organisation.

5. Diversity Awareness

WM has a Kotahitanga- Together Committee and is committed to investing in diversity-related training programs through the Committee which includes specific mentoring and development programs. All staff are encouraged to be involved by [registering](#) to be a member of the Kotahitanga-Together Committee.

The aim of the Committee is to gain inclusive results by the following –

- The Inclusion Pillars with a subcommittee each, to focus on a particular area and include at least one council member
- Collect and analysing the cultural data from annual surveys, so WM have a better understanding of WM employees and therefore a better ability to cater to their needs
- Provide education and awareness opportunities to WM leaders to ensure they can drive the common goals, from their local regions
- Increasing WM behavioural awareness of diversity assumptions, biases and perceptions we project on those around us. Learning specifically from those who are directly impacted.

- Celebrating cultural events across the country to acknowledge WM's diverse workforce and share knowledge of cultures to our team. Engagement will be enhanced through friendly, competitive nation-wide competitions.
- Participating in country-wide awareness days, providing education on these topics such as health or minority causes, language weeks & recognised cultural days etc.
- Diversity and cultural courses held in conjunction with external parties

The MD and Head of People & Culture will regularly review the company's progress against its [Diversity Program](#) and that purposes is to educate and create awareness of different diversities within WM and the NZ community¹.

6. Policy Alignment

The Diversity Policy is part of a group of Policies within WM (listed below) that ensure full visibility of WM's ethical practices to ensure it is a good Corporate Citizen.

- Acceptable Workplace Behaviour and Equal Opportunity Policy
- Competition and Consumer Law Policy
- Contractor Engagement Policy
- Corporate Code of Conduct
- Flexible Work Policy
- Non-Permanent Worker Recruitment Policy
- Recruitment Policy
- Speak Up Policy
- Supplier Code of Conduct
- Human Rights Policy

This Policy will be reviewed as per footer date.


Approved by the Managing Director

Date: 28 August 2023

¹ If you have any questions on Diversity and inclusion at WM or would like to share your ideas, then please do not hesitate to contact Culture@wastemanagement.co.nz.