

# DIVERSITY AND INCLUSION POLICY

## 1. 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 developing and creating a more inclusive workplace that embraces diversity and inclusion, and to selecting and retaining the best employees from a diverse range of backgrounds. Such diversity of backgrounds, views, culture and experience means that employees have a wide array of perspectives, encourages opportunities for full participation of ideas at every level of Oceania and makes for a stronger, more resilient, innovative and effective team. 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.

The purpose of this Policy is to confirm the commitment and core responsibilities of Oceania to promote equal opportunities at all levels. This Policy applies to Oceania Directors and all personnel employed by Oceania and its subsidiaries.

For the purposes of this Policy, diversity includes (but is not limited to) the following:

- (a) gender and gender identity
- (b) race, ethnicity and cultural background
- (c) physical ability or attributes
- (d) age
- (e) sexual orientation
- (f) religious or political beliefs

## 2. OBJECTIVES

Oceania will facilitate and promote equal employment opportunities at all levels including assessment of diversity of skills, experience, values, culture, ethnicity, 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.

Oceania will conduct annual pay gap analysis to identify and address pay disparities across gender, ethnicity, and other diversity dimensions.

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 and Inclusion Policy and for exhibiting leadership behaviours that reflect Oceania's Diversity and Inclusion Policy by considering diverse candidates when making appointments.

The People & Culture Committee is responsible for reviewing Oceania's Diversity and Inclusion 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 People & Culture Committee. Management will actively promote diversity and inclusiveness at Oceania through leadership. Senior management are responsible for ensuring all employees are aware of this Policy and adhere to its principles and requirements.

Employees will be informed of Oceania's Diversity and Inclusion 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 and Inclusion Policy will be reported to the Board as they occur.

The Chief Executive Officer will review Oceania's Diversity and Inclusion Policy and its performance against its objectives on an annual basis and report to the People & Culture 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 and Inclusion Policy (which will be subject to relevant information being disclosed by, and collected from, employees).
- (c) A Pay Gap analysis including gender pay gap reporting as mandated by regulation annually.

### **5. PUBLICATION**

This Diversity and Inclusion Policy is available on Oceania's website, [www.oceaniahealthcare.co.nz](http://www.oceaniahealthcare.co.nz).

### **6. REVIEW**

This Policy was reviewed by the Board in March 2026 and will be reviewed every 24 months.

