



## Diversity Policy

Effective April 2018

### 1. Introduction

1.1 Stride Property Limited (SPL) and Stride Investment Management Limited (SIML, SIML and SPL each being a **Stapled Entity** and together, **Stride**) believe that diversity is an essential component of a successful business and acknowledges and values the role that diversity plays in strengthening Stride and its performance. Stride has adopted this diversity policy (**Diversity Policy**) to promote a range of skills, backgrounds, and ideas in the workplace and on the Board of SPL and SIML, while endeavouring to attract and retain the highest calibre of employees at all levels within Stride. SPL has no employees but has engaged SIML to provide management services to SPL through SIML's employees and other resources.

### 2. Stride's commitment to diversity

2.1 Stride is committed to promoting diversity within the workplace by attracting, recruiting, developing, promoting and retaining the highest calibre of employees from a diverse pool of individuals. Stride recognises that the diversity in skills, backgrounds, and ideas will foster a work culture where individuals thrive and performance of Stride is enhanced. Employment and promotion opportunities within Stride will not be influenced, either actively or passively, by discrimination of any kind.

2.2 Stride is also committed to promoting diversity on its Board by attracting, developing and retaining the highest calibre of Directors from a diverse pool of individuals.

### 3. Diversity Statement

3.1 Stride believes that embracing diversity is essential to the achievement of its long term strategy and commercial success.

3.2 Stride's beliefs on diversity are anchored around diversity of thought and includes those differences in people arising from their respective experiences, capabilities and backgrounds.

3.3 Stride believes that diversity embodies a wide range of individual attributes including gender and ethnicity, marital status, age, national origin, political opinion, sexual orientation, ethical belief, disability, family status, race, religious belief and colour.

3.2 Stride's Diversity Policy reflects the following principles:

- (a) **Merit** – individuals are evaluated based on their individual skills, performance and capabilities;
- (b) **Fairness and Equality** – Stride does not tolerate any discrimination or harassment in the workplace of any kind, including, but not limited to, in recruitment, promotion and remuneration;
- (c) **Promotion of Diverse Ideas** – Stride values diversity in skills, backgrounds, and ideas which come from a diverse workforce; and
- (d) **Culture** – Stride believes that diversity is a strong contributor to a rich workplace culture where individuals are free to be themselves and thrive within Stride.

#### 4. Objectives

- 4.1 Annually Stride will set measurable objectives for achieving diversity to ensure effective implementation of the Diversity Policy.

#### 5. Implementation of the Policy

- 5.1 The Board and the CEO will be responsible for implementation of the Diversity Policy, including:

- (a) establishing and maintaining programmes for training of the Boards and management on the implementation of the Diversity Policy, including assessing merit and avoiding discrimination; and
- (b) establishing and maintaining programmes which encourage diversity such as a flexible working program that permits work / life balance and enables valued staff to maintain / resume their employment.

- 5.2 The CEO will be responsible for updating the Boards annually on the implementation of the Diversity Policy and its performance against its annual measurable objectives.

#### 6. Disclosure of Policy

- 6.1 Key metrics (including those required by NZX Main Board Listing Rules or legislation) will be published annually in the Annual Report of each Stapled Entity along with commentary from the Board on the achievement of Stride's diversity initiatives and measurable objectives.

#### 7. Wider diversity programmes

- 7.1 In addition to its Diversity Policy, Stride has in place policies designed to eliminate discrimination and harassment in the workplace. Stride's Discrimination Policy prohibits discrimination in any form on grounds of marital status, age, employment status, ethnic or national origin, political opinion, sexual orientation, ethical belief, disability, family status, gender, race, religious belief or colour. Stride's Harassment Policy prohibits any form of harassment in the workplace.

#### 8. Review of Policy

- 8.1 The Boards will review the effectiveness of the Diversity Policy on an annual basis. Among the things it will consider are:

- (a) the effectiveness of the Policy and the achievement of the objectives set under the Policy; and
- (b) the implementation of the Policy and the division of responsibilities.

- 8.2 This Policy was last reviewed by the Board in April 2018.