

Morrison Low

Diversity and Inclusion Policy

23 September 2019

Purpose

Our business' purpose is to provide strategic management advice and services to our public sector clients in local, state and federal / central government. This is a purpose that is about people. We need the best people and the best environment in which the best ideas can grow.

We value the differences our people bring as we believe this creates a diversity of thinking that forms the foundations of our culture. We believe that these differences foster continuous questioning and continuous improvement. We strive to provide an environment where all our people have the opportunity to reach their full potential. Then we know that we are doing the best we can for not only our people and our company, but also for our clients and our communities.

Intent

The purpose of this Policy is to outline the Morrison Low's commitment to building and growing a diverse and inclusive workforce. It underpins our company's values, in particular **respect and support**. Morrison Low operates in a diverse environment in New Zealand and Australia. We strive to celebrate Diversity in our workforce to create an inclusive workplace culture which leverages our peoples' unique backgrounds, qualities and contributions to deliver value to our clients.

Morrison Low is committed to promoting diversity and inclusion for its staff. This commitment is upheld through our employment, performance management and recruitment policies and practices.

Scope

This is a Morrison Low Policy which applies to all staff and Boards.

Definitions

- **Diversity** expresses itself in many different ways. They include attributes or characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, age, physical ability, social class, political and skill sets. Our Diversity commitment is about respecting these differences and treating individuals equally.
- **Inclusion:** Refers to encouraging practices and behaviours in the workplace to ensure that individuals feel included within workplace activities. It involves both the action of including people in opportunities and the outcomes of individuals feeling a sense of belonging. It creates an atmosphere where people can flourish.

Policy requirements

To support this intent, Morrison Low will:

- Ensure our people processes including for appointment, remuneration, promotion and development are equitable, inclusive and supportive of our diverse workforce.
- Ensure our people managers have the knowledge and skills to promote diversity and lead diverse teams.
- Provide opportunities for our employees to showcase and share their unique talents and diverse cultures, perspectives and life experiences.
- Understand the needs of our diverse clients and provide for them in our plans and business activities.
- Understand the needs of our diverse employees and provide for them in our plans and business activities (such as flexible working arrangements).
- Strive for Boards that have diversity of skills, gender, expertise and diversity of backgrounds.
- The MLH Board ensures management establishes a diverse workforce and inclusive environment. We will develop a pragmatic Diversity Programme with measurable actions to review our diversity performance and have a focus on continuous improvement. Each year we will report on the achievement of the actions for gender diversity (as the initial focus) set by the Board in accordance with this policy.

Roles and responsibilities

- Individual responsibilities - All staff should support the Diversity and Inclusion initiatives through their behaviour in the workplace. This includes actively ensuring that colleagues are treated fairly and equally within the workplace and being aware of sensitivities when working with others.
- Managers - Managers are responsible as leaders to model appropriate behaviour, make decisions based on merit, and encourage Diversity and Inclusion in their teams and in the workplace. Managers are responsible for day-to-day implementation, support and monitoring of this Policy, and creating a working environment where all staff are treated with dignity, courtesy and respect.
- Managing Director – Responsible for:
 - Providing diversity and inclusion advice, support and training to managers
 - Providing regular reporting to the MLH Board on the implementation of this Policy and performance against approved measurable objectives
 - Developing a supportive and inclusive culture based on Diversity, including ongoing monitoring and management of Diversity.
- MLH Board: The Board ensures management undertakes the above actions for achieving diversity and to annually to assess the progress towards achieving them.

Next review

This policy will be reviewed in three years (September 2022) as good practice.