



Inclusion & Diversity Policy

T&G is committed to building a culture that promotes and values inclusion & diversity (I&D), diversity and inclusiveness.

The purpose of this Policy is to clearly communicate that commitment; enabling and supporting a diverse and inclusive workplace, for all employees and Directors of T&G Global Limited (the Company) and all its majority-owned or controlled subsidiaries (together T&G).

Furthermore, the principles of this policy shall be applied in all negotiations and contract reviews between T&G and its customers, suppliers, partners and any other contractors.

Inclusion & Diversity

Inclusion

Inclusion is a sense of belonging, where people feel valued, respected & encouraged to fully contribute in a safe and supportive environment. A culture of inclusion is one where every member of the organisation feels valued and respected and can fully contribute to the ultimate goals of the organisation. It is about removing barriers to make sure everyone can fully participate in the workplace.

Diversity

Diversity refers to our individual differences and to how these provide a unique mixture of knowledge, skills and perspectives at T&G. Diversity includes but is not limited to characteristics such as cultural background and ethnicity, age, gender, gender identity, differences in physical and cognitive abilities, sexual orientation, religious beliefs, immigration status, language and education.

T&G's Commitment to Inclusion & Diversity

Diversity in our people reflects the diversity in our customers and consumers, and supports us to create a global business perspective, thereby improving business performance, innovation, creativity and brand reputation. By embracing diversity and inclusion we encourage people to bring their whole selves to work; delivering a more engaged workforce that deliver improved efficiencies and productivity.

We are committed to:

- Creating a common understanding of diversity and inclusiveness at T&G.
- Creating a safe environment where uniqueness and differences are valued and accepted ensuring unlawful discrimination, bullying, harassment and victimisation are not tolerated.
- Attracting, selecting, developing, promoting and retaining a diverse group of employees. We will avoid practices that are discriminatory or exclusive.
- Establishing diversity initiatives and measuring their success over time.

T&G has established I&D measure over 5 years and will assess both the objectives and its progress on an annual basis. The measures are:

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- An increased level of maturity in the organization, measured by the Aotearoa Maturity Matrix.
- T&G aims to progress from “Starter” to “Developer” by 2025 and then to “Advanced” by 2030.

Roles and Responsibilities

- All employees have a collective responsibility and individual roles to ensure this policy is successfully implemented.
- Board Sponsorship – The Board recognises the importance of diversity and inclusion and supports T&G’s commitment to the implementation of our Diversity and Inclusion policy.
- Executive Ownership – Our Diversity and Inclusion policy is owned by the T&G Executive Team. The Executive Team will sponsor & support the education and development of all diversity and inclusion initiatives and they will role-model the T&G mindsets and behaviours that foster a diverse and inclusive culture.
- People Leaders – Our People Leaders shall be familiar with T&G’s commitment to diversity and inclusiveness and they will be capable of enhancing and leveraging diversity and inclusiveness in their work area and within their team composition. Leaders will encourage team participation in company I&D initiatives and activities.
- All T&G people shall act in a way that promotes T&G’s commitment to diversity and inclusion. We encourage our people to participate in diversity activities, be open and curious to learn about I&D and provide feedback about initiatives which will improve our approach to diversity and inclusion in the workplace.

Authorities

Executive Team Member, HR Business Partner.

Further Information

Please contact your People & Culture representative.

This policy is in full accordance with the Inclusion & Diversity Policy of BayWa Group