



Trustpower Diversity and Inclusion Policy

Trustpower values diversity of views, background and experience. We believe diversity leads to better decision making, innovation and creativity. Diversity also helps build the capability to be successful for shareholders, meet the needs of our customers and aspirations of our staff.

We commit to integrating a variety of skills, attitudes and behaviours into our business and ensuring an environment that is inclusive for our people.

2021 Initiatives

We want to understand any barriers to opportunity and participation in our workplace from all points of view and will reduce these barriers. We will use internal dialogue groups to understand and address barriers to participation.

We appreciate and understand that individuals have inherent biases based on their history and experiences. We are coming to understand the role these biases have on our processes and are taking action to limit the impact.

Our focus is broadening beyond gender, and partnerships are being formed with other organisations and schools to create innovative ways to source diverse talent and build capability.

A review of our suite of benefits is underway to determine where we have opportunities to encourage broader participation in our workforce.

Compliance Requirements

Trustpower will meet its obligations with respect to the issue of Diversity, as required under the NZSX Listing Rule 10.4.5 and other regulatory requirements (if any), by:

- Maintaining this Policy.
- Collecting and reporting data on gender diversity at Trustpower on the basis recorded in the table below:

Women	Board Level	Officer	Manager	All staff
Current Position - 2021				
Number				
Percentage				

- Reviewing the diversity and inclusion performance at Trustpower.
- Considering actions and future objectives for improving diversity and inclusiveness, including gender diversity.

- In its Annual Report, disclosing:
 - A breakdown, reported numerically, as to the gender composition of Trustpower’s Directors and officers as at Trustpower’s balance date, and including comparative figures for the prior balance date; and
 - A statement from the Board providing its evaluation of Trustpower’s performance with respect to this Policy.
- At its discretion, disclosing in its Annual Report any diversity and inclusion policy or any other matter relating to its diversity and inclusion practices or position (including in relation to diversity other than gender).

File Name: Diversity and Inclusion Statement of Intent	Authorised by: Board
Policy Number:	Version: 1.2
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Department: People and Culture	Policy Steward: GM, People and Culture