



## Trustpower Diversity and Inclusion Statement of Intent

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 including a variety of skills, attitudes and behaviours into our business.

Our recent shift to focus on collaborative self-directed initiatives demonstrates equal participation between men and women, as does both the selection and application process for our Leadership Programme. These are encouraging signs for the future, and we will explore over the coming years the effect these indicators have on participation at all levels in the organisation.

### 1.0 2017 Initiatives

We want to understand any barriers to opportunity and participation in our work place from all points of view, and will reduce these barriers.

We appreciate and understand that individuals have inherent biases based on our history and experiences.

Our objective is to surface these biases so we can work to understand them. We will undertake unconscious bias training to start meaningful conversations in the business on the implications of bias.

We will investigate our approach to remuneration and ensure that salary decisions are aligned with our statement of intent.

### 2.0 Compliance Requirements

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

- Establishing this Policy;
- Collecting and reporting data on gender diversity at Trustpower;
- Reviewing the diversity performance at Trustpower;
- Considering actions and future objectives for improving diversity, 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

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- 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 policy or any other matter relating to its diversity practices or position (including in relation to diversity other than gender)

Signed

A handwritten signature in black ink that reads "V. P. Hawksworth".

**Vince Hawksworth**  
CHIEF EXECUTIVE

Date:

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