

DIVERSITY & INCLUSION POLICY

REVIEWED APRIL 2023

DIVERSITY & INCLUSION POLICY

This policy applies to Freightways Group Limited and all of its majority or wholly-owned subsidiaries (**Freightways**).

PURPOSE

This policy acknowledges Freightways' large and diverse workforce and seeks to ensure diversity and inclusion is championed through our work practice and through equal opportunity for all. We understand that a diverse and inclusive workplace that brings different ways of thinking will lead to better overall outcomes for all our stakeholders. Freightways is committed to diverse and inclusive teams through its recruitment, training and development, career progression and general workplace practice. Diversity and Inclusion in our workforce is consistent with Freightways' Values of: Respect, Integrity, Leadership, Teamwork, Initiative and Service.

BACKGROUND

Freightways recognises the importance of diversity and inclusion. We operate in increasingly diverse communities nationally and internationally. This diversity is evident in our workforce, customers, suppliers and other stakeholders.

In an increasingly competitive business environment, we understand that the engagement and performance of our employees and contractors is central to business success. Freightways is committed to creating an inclusive and collaborative working environment, in which each person is able to fulfil their potential and maximise their contribution, irrespective of gender, race, ethnicity, nationality, disability, religion or beliefs, marital status, sexual orientation, age, education or life experience. We recognise and value the different thinking and creative potential that individuals of different backgrounds and abilities bring to their work.

All Freightways employees are ultimately responsible for ensuring that the diversity and inclusion principles embodied in this policy are imbedded in our work practice and in this regard should be aware of their personal responsibility to each other, customers, contractors, suppliers and visitors. The effectiveness of this policy will be monitored by management and evaluated at least annually by the Freightways Board of Directors.

OBJECTIVES

- The Freightways People & Remuneration Committee will endorse appropriate measurable Diversity and Inclusion objectives to be approved by the Board, including setting objectives in relation to Freightways' workforce in support of the purpose of this policy in conjunction with the CEO.
- Diversity and inclusion objectives are to be included in 'people' sections of subsidiary business plans and supported by appropriate strategies and tactics.
- Measurement of progress towards the achievement of objectives should be included in scheduled subsidiary reports to the CEO.
- The CEO should report to the People & Remuneration Committee at the end of each half year on Freightways' overall progress against these objectives and make any recommendations for enhancements to the policy.

ROLES AND RESPONSIBILITIES

EMPLOYEES

All employees are ultimately responsible for the practical application of Freightways' diversity and inclusion policy, which extends to the treatment of their workmates, job applicants, customers, contractors, suppliers and visitors.

MANAGERS/SUPERVISORS

Responsibility for the promotion of this policy sits with all employees in leadership roles who are involved in day to day supervision, management, recruitment, selection, promotion and training.

Promotion of this policy requires that all leaders take personal responsibility to ensure that this policy is communicated, understood, applied, lived and breathed in their areas of responsibility. Any queries in the application or interpretation of this policy should be discussed with a Senior Manager.

CHIEF EXECUTIVE OFFICER/SENIOR MANAGERS

The Chief Executive Officer and Senior Managers have the responsibility to champion diversity and inclusion in our workplace and to ensure that appropriate strategies and tactics are implemented in support of the objectives agreed with the People & Remuneration Committee.

BOARD OF DIRECTORS: PEOPLE & REMUNERATION COMMITTEE

The Freightways People & Remuneration Committee established by the Board of Directors is responsible for approving objectives to support this policy, the monitoring and evaluation of progress towards achieving these objectives and for reviewing the policy itself at least annually. The Board will also ensure appropriate disclosures of diversity and inclusion are made in Freightways' annual report, in line with the NZX Corporate Governance Code.

REVIEW OF POLICY

The Board is responsible for reviewing and approving this Policy every 3 years, or more frequently as circumstances require.