

DIVERSITY AND INCLUSION POLICY

Date of Last Approval: October 2026

Next Review: October 2029

Purpose

At **Lodestone**, we aspire to having Diversity and Inclusion as an integral part of our culture. We believe that having a team of individuals with different backgrounds, views, experience, and capability working together makes us stronger and better as an organisation.

We are committed to recruiting and retaining people who care about each other, our customers and our stakeholders, and having a broad range of skills, experiences, and frames of reference to drive innovation, deliver improved financial performance, and achieve our ambitions.

When we talk about **Inclusion** at Lodestone, we are referring to our focus on removing any perceived or tangible barriers to becoming a part of our business, being treated fairly and respectfully, and having equal access. We seek to make it easier for our people to have a voice and use the variety of thinking styles, backgrounds, and capabilities that they have.

When we talk about **Diversity** at Lodestone, we are referring to being composed of the elements that make people similar or different from one another, including: background, views, experiences, capabilities, values, beliefs, physical differences, ethnicity, gender, age, sexual orientation, thinking styles, preferences and behaviours.

This policy operates alongside Lodestone's obligations under New Zealand employment and human rights legislation.

Our Principles

Our approach to Diversity and Inclusion is aligned with the following principles:

- pursuing Diversity of our workforce at all levels;
- creating a flexible and inclusive work environment that values difference and enhances business outcomes;
- harnessing Diversity of thought and capitalising on individual differences;
- encouraging leadership behaviours that reflect our belief in the value of Diversity and Inclusion including creating an environment where people feel safe to speak up and contribute; and
- retaining and attracting a talented workforce through increasing the Diversity of the candidate pool and maintaining a recruitment strategy that is attractive to all candidates.
- Ensuring equity in access to development, progression and opportunities

Practical Application

We will put these principles into practice across our business by:

- providing guidance that raises employee awareness of Diversity and Inclusion and Diversity and associated benefits;
- tailoring our recruitment and selection, development and talent management approaches to encourage Inclusion and Diversity at all levels;
- ensuring our people receive fair and equitable pay and benefits;
- enhancing processes and policies to encourage greater flexibility;

- embedding Diversity and Inclusion in our culture by encouraging different viewpoints and providing space for robust discussion; and
- supporting ways of working that get the best out of our people, recognising that 'one size does not fit all'.
- regularly review D&I metrics and track progress; and
- using data insights to understand our workforce composition.
- Providing clear avenues to raise concerns about discrimination, bullying or harassment , and ensuring these are handled promptly and fairly In addition to the proactive actions we undertake, we also support an inclusive and diverse workplace through not permitting or condoning any harassment, discrimination, bullying or victimisation.

This policy applies to all Lodestone persons, including our directors, senior managers, employees and contractors.

Monitoring

Each year Lodestone's Board and Management will:

- review the effectiveness and relevance of this policy;
- look at inclusion and diversity metrics across all levels of the organisation to identify areas for improvement;
- in its annual report, provide an evaluation of Lodestone's performance with respect to this policy, including the progress towards achieving the measurable objectives

Review

This policy will be reviewed every three years, or earlier if required due to legislative or organisational changes.