

FISHER & PAYKEL

DIVERSITY, EQUITY, AND INCLUSION INITIATIVES

- **Development and implementation of Thrive, mentorship programme for women**

Thrive is a nine month mentorship programme for women within Fisher & Paykel. The programme is centered around helping our female talent reach their potential by focusing on confidence, career progression and retention.

Since 2021, this initiative has brought together more than 200 mentees and mentors from across our organisation, to foster and accelerate the development of women, and help grow a high performing and inclusive culture.

In 2023, the success of Thrive has played a significant role in helping to establish the second global mentorship programme available to everyone at Fisher & Paykel – Grow.

With multiple cohorts across both Thrive and Grow, we have more than 300 mentees who have either started or completed the programme. The data and feedback show the value these programmes add to our people's development, and we are excited to continue offering more intakes at a regular cadence.

- **Inclusive Leadership Development Programme for all our leaders globally**

All our people lead in their various roles across the business. Whether it is leading people, projects or initiatives, investing in leadership development is key to our vision. Our global leadership programme is designed and facilitated by our leaders to continuously grow capability and capacity to take on stretch opportunities and drive high performance.

With strong support from the business, we hold regular sessions with cross-functional cohorts across the business, with more than 300 people now having completed the programme.

- **Introduction of global language courses: Te Reo Māori courses in partnership with Ngāti Whātua Ōrākei, and Chinese (Mandarin)**

As part of our commitment to deepen cultural awareness and connections at Fisher & Paykel, over the past three years we have introduced Te Reo Māori and Chinese (Mandarin) language programmes, available to all employees around the world. We have seen great interest in both, having successfully completed eight Te Reo programmes with more than 160 participants, and three Chinese language programmes enrolling more than 40 people.

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DIVERSITY, EQUITY, AND INCLUSION POLICY

At Fisher & Paykel Appliances, we create moments of delight together in the heart of the home. Sustainably enhancing the quality of peoples' lives. Now and for future generations.

Being human-centred is at the heart of who we are, what we do and how we act.

INTRODUCTION

At Fisher & Paykel Appliances Group, we value diversity, equity, and inclusion (DEI) and strive to create an environment where our people belong and thrive every day.

At Fisher & Paykel Appliances Group:

- We are committed to diversity, equity, inclusion and belonging – for our people, our customers, and our communities.
- We welcome curiosity, diversity of thought and opinion at all levels as this enables innovation.
- Our leaders strive to include people, creating a sense of belonging and opportunities for all.

This policy applies to all our people, employees, contractors, directors, secondees, consultants, volunteers and other representatives of Fisher & Paykel Appliances Holdings Limited and its subsidiaries (Fisher & Paykel Appliances Group), collectively referred to as “our people”.

OBJECTIVES

The Fisher & Paykel Appliances Group aims to lead positive change in diversity, equity and inclusion by:

- Attracting, retaining, and developing diverse talented people who can reach their full potential.
- Championing fairness and equity, ensuring that opportunities exist for all our people globally.
- Creating an inclusive environment where people feel safe and are actively supported to bring their whole selves to work.
- Advocating for diversity, equity and inclusion through our customer, supplier and community relationships.

TERMINOLOGY

For the purposes of this Policy:

1. **DEI** stands for Diversity, Equity & Inclusion.
2. **Diversity** refers to our individual differences and to how these provide a unique mixture of knowledge, skills and perspectives that our people bring to Fisher & Paykel Appliances Group. Diversity includes but is not limited to characteristics such as race, gender, age, sexual orientation, ethnicity, socioeconomic status, (dis)ability, religion or political perspective.
3. **Equity** is ensuring that our policies, processes and programmes are impartial and provide fair outcomes for every individual. It is about removing barriers to make sure everyone can fully participate in our organisation, free from discrimination and biases. Equality is about treating

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everyone the same whereas equity recognises that some groups need additional support to achieve a fair outcome.

4. **Inclusion** means a culture of inclusion is one where every member of the organisation feels valued and respected and can fully contribute to the goals of the organisation.
5. **Discrimination** is any practice that makes distinctions between individuals or groups, based on their perceived characteristics, that unjustly disadvantages some people and/or advantages others.

COMMITMENTS

Our commitment to you and all our people:

1. DEI is essential to sustainably achieving our purpose and goals. You, your team, and all our people have a valuable contribution to make to our organisation.
2. We are developing the best possible policies, strategies and initiatives to create a diverse, equitable and inclusive organisation.
3. We want to make sure that our initiatives and actions make a difference, so we measure DEI using appropriate goals and measures.
4. We recognise that it may not be easy to create an inclusive environment and that learning and development can help to raise awareness and change behaviour. You, your team and all of our people will have access to DEI-related learning and development.
5. Your voice is critical. All our people can regularly provide feedback on leadership, culture and their inclusion experiences. Our leaders will work with you to understand your feedback and take action.
6. You are encouraged to get involved through the employee-led networks that we have established to promote and celebrate our diverse communities globally.
7. We will actively promote DEI principles and practices with our stakeholders including customers, suppliers and in the communities that we operate in.
8. We will not tolerate active or passive discriminatory practices. Discrimination is unfair and unacceptable and potentially unlawful.

ROLES AND RESPONSIBILITIES

The Fisher & Paykel Appliances Group recognises that the culture of its workplaces is the product of the behaviour and conduct of all its leaders, employees and stakeholders.

1. Chief Executive Officer (“CEO”)

The CEO is responsible and accountable for providing visible leadership for DEI.

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2. DEI Steering Group

The DEI Steering Group is responsible for setting the DEI strategy, leading goals, plans and policies. This policy will be reviewed annually to ensure relevance, best practice, and compliance with current law. The DEI Steering Group will propose the DEI leading goals and the methodology for measuring progress.

3. MicroEnterprise / Supporting Platform Leadership

MicroEnterprise (ME) and Supporting Platform (SP) leadership teams are responsible for meeting the commitments in this Policy to create a diverse, equitable and inclusive environment in their ME / SP. This includes establishing plans, taking action and regularly measuring progress.

4. Leaders

All leaders are responsible for meeting the commitments in this Policy to create a diverse, equitable and inclusive environment in their ME / SP. This includes establishing plans, taking action and regularly measuring progress.

5. People & Capability (P&C)

P&C are responsible for contributing to the DEI strategy, leading goals, plans and policies, and partnering with ME / SP leadership teams to create a diverse, equitable and inclusive environment. P&C will investigate any complaints related to this policy.

6. Employees

You have a responsibility to meet the commitments in this Policy and to contribute to creating a diverse, equitable and inclusive environment. If you become aware of any discriminatory practices please take the relevant actions set out in the appropriate policy – for example the Anti-discrimination, Bullying and Harassment Policy.

RELATED POLICIES

This Policy should be read in conjunction with the following Fisher & Paykel Appliance Group policies and procedures:

- Code of Conduct Policy
- Supplier Code of Conduct Policy
- Anti-discrimination, Bullying and Harassment Policy
- Local Anti-discrimination, Bullying and Harassment Procedures and Guidelines
- Local Recruitment Policies

REVIEW OF POLICY

This Policy will be reviewed annually by the DEI Steering Group.