

# Fisher & Paykel Appliances Holdings Limited

## Diversity policy

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### Diversity to us

Diversity to us means all those things that make people different from one another including religion, race, sexual orientation, ethnicity, language, gender, age or disability. Diversity to us is about the dedication to equality and treating every person and their individuality with respect.

This policy provides a structure for, and complements, our existing diversity related initiatives and policies within our company group.

### Our commitment

As a multinational business which operates in over 50 countries with companies incorporated in 5 countries, we are committed to having a global workforce that best reflects our diverse community, customer and employee base. We believe that a company which reflects the diversity in which it operates translates into a company which is responsive, sustainable, a high performer and results in the delivery of value to its customers and shareholders.

The Company has been, and will continue to be, a pioneer of innovative technology. We recognise and value the inventive ideas and creative ways of doing things that flow from a diverse workforce and which are key to success in the dynamic environment in which we operate.

The Executive committee will work with all areas of the business to promote an environment and culture that reflects our commitment to diversity and is consistent with our organisational goals.

### Measurable objectives

The Executive Committee will assist the Board in establishing measurable objectives for achieving diversity. The Board will assess annually both the measurable objectives and the group's progress towards achieving them and will ensure that the appropriate disclosures are made in the Annual Report.

### Review of this policy

As people and times change, so will the environment in which we operate. The Executive Committee will conduct a bi-annual review of this policy and recommend any changes to the Board.