

## SENIOR TRUST MANAGEMENT LIMITED

### DIVERSITY & INCLUSION POLICY

#### 1. INTRODUCTION

- Senior Trust Management Limited (Senior Trust) believes that diversity and inclusion contribute to competitive advantage and sustainable business success. We are committed to an inclusive workplace that fosters and promotes workplace diversity at all levels.
- We recognize and value that Senior Trust is a reflection of the customers we serve and the community we are a part of. Diversity of knowledge, skill, age and life experiences brings with it the capacity to view problems and opportunities from many different perspectives and to allow Senior Trust to become a responsive, sustainable, a high performing company delivering value to its unitholders and other stakeholders.

#### 2. POLICY REQUIREMENTS

Senior Trust will:

- Ensure our people processes are inclusive and supportive of our diverse workforce;
- Ensure our Directors have the skills to lead diverse teams;
- Provide opportunities for our Directors, employees, investors to showcase and share their unique talents and diverse cultures, perspectives and life experiences;
- Understand the needs of our diverse customers, and provide for them in our plans and business activities;
- We value and respect the contributions, ideas and experiences of people from all backgrounds and recognise that, in the interests of equity, appointments should first and foremost be merit-based.
- Senior Trust will report transparently internally and, as appropriate, externally on workforce diversity as well as plans and activities which are intended to enhance and support diversity in Senior Trust.
- Report as required to meet legislative requirements

#### 3. REVIEW OF POLICY

This Policy will be reviewed annually and any material changes to the Policy will be notified to the FMA before being implemented.

#### **Board Approval of Policy**