

# Diversity and Inclusion Policy

Approved Date: 17<sup>th</sup> October 2025



## POLICY STATEMENT

BLIS Technologies (BLIS) understands the business and cultural benefits of achieving a diverse and highly inclusive workforce. BLIS is committed to growing and improving on diversity and inclusion at all levels across the business. This commitment is key to:

- Promoting an inclusive, diverse, and supportive culture at BLIS
- Achieving better business outcomes by leveraging the unique experiences of people with diverse backgrounds, qualities and contributions
- Driving innovation and creativity through the inclusion of different perspectives across sites and cross-functional teams for projects.
- Attracting talent and retaining a high calibre of employee who share the BLIS values

## PURPOSE

The purpose of this policy is to outline BLIS' commitment to building and growing a diverse and inclusive workforce. It underpins our value of One Team, and also supports our ability to comply with our obligations under NZ legislation, the NZX listing rules, as well as the other practices and conditions in areas in which we operate.

As an Equal Employment Opportunity Employer (EEO) BLIS is committed to promoting equal opportunities for its employees. This commitment is upheld through our recruitment, employment and performance management policies and practices.

## SCOPE

This BLIS policy applies to all employees, contractors and other representatives of BLIS, collectively referred to as 'employees'.

## POLICY DETAIL

- We regard diversity and inclusion as essential to successfully and sustainably achieving our organisation's goals.
- We respect and value the contribution of each team member, and regard discrimination as unfair, unacceptable and unlawful so we will not tolerate its active practice and are dedicated to eliminating its passive practice.
- Consistent with our People strategy to increase inclusion through communications, diversity & inclusion principles are embedded within our key initiatives (for example

Leading at BLIS) and we encourage people leaders to demonstrate these as a part of their leadership activities.

- Learning, development and progression opportunities will be made available to all employees. Other promotional or developmental opportunities will be filled based on merit, experience and other company or job-related criteria.
- Bullying, harassment of any nature, victimisation, vilification or any other offensive behaviour likely to humiliate, offend, intimidate or insult others will not be tolerated.
- Our value of One Team promotes supporting each other to succeed and actively collaborate across all functions with open and respectful communications to make sure we meet our goals. All of our values are within position descriptions and therefore are a competency within our formal Year End Performance Review Process and all employees are measured against this;
- We recognise our key role in educating managers about the business benefits of diversity and inclusion, how to recognise discrimination and know what action to take.
- We understand the value of involving a cross-section of our team in our key projects and priorities
- We will actively support initiatives which encourage diversity as well as inclusion such as equal employment opportunities, equitable pay, flexibility and work life balance, accessibility, and cultural sensitivity amongst others and participating where appropriate in any external organisations pursuing similar objectives.

## ROLES AND RESPONSIBILITIES

### Board

Responsible for approving the measurable objectives developed by management and conducting an annual assessment of this policy, the objectives and the progress made toward achieving them.

### Chief Executive

Responsible for developing and, once approved by the Board, implementing the measurable objectives for achieving diversity and inclusion.

### Managers

Responsible for modelling appropriate behaviour, making decisions based on merit and encouraging both diversity and inclusion within their teams. Managers are responsible for:

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- Promoting appropriate standards of conduct at all times
- Ensuring their BLIS teams are committed to this policy, their obligations under any applicable diversity and inclusion strategy or initiatives, BLIS' obligations under the Human Rights Act 1993 and BLIS' commitment to diversity and inclusion in the workforce.
- Creating a working environment that is free from all forms of discrimination and harassment where all members of the team are treated with courtesy and respect

## Employees

All BLIS employees are responsible for:

- Supporting diversity and inclusion initiatives and behave appropriately in the workplace, challenging discriminatory behaviour;
- Actively ensuring that team members, customers and stakeholders are treated fairly and equally in the workplace with respect, and utilising inclusive language in communications;
- Actively seeking, valuing, and drawing on the differing knowledge, perspectives, experience and styles present within our team;
- Ensuring that their own, and the behaviour of other team members does not breach EEO legislation or this policy.

## REVIEW

This policy will be reviewed every two years.