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# ikeGPS Group Limited

## Diversity Policy

<b>Policy Reference</b>	
<b>Version</b>	1.1 Updated; June, 2018
<b>Written/updated by</b>	Chris Birkett, CFO
<b>Approved by</b>	Glenn Milnes, CEO Board of Directors
<b>Date</b>	January, 2019

GET THE MEASURE OF YOUR WORLD

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**DIVERSITY POLICY**

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## 1. PURPOSE

At IKE we believe that building diversity and inclusion as well as proactively recognising equality across our business will deliver enhanced customer experiences and business performance. Rich backgrounds, experience and perspectives are critical to build a leading-edge technology business and delivering solutions to customers. IKE is committed to pay parity as well as attracting, recruiting, developing, promoting and retaining a diverse group of talented individuals, who will help drive IKE's business performance.

Diversity and Inclusion is a commitment to recognising and appreciating the variety of characteristics that make individuals unique in an atmosphere that promotes and celebrates individual and collective achievement.

This is embodied in the IKE value "BE YOURSELF"

Examples of these characteristics are gender, age, culture, economic background, education, cultural, geographic background, marital/partnered status, physical appearance, race, religious beliefs and gender identity, sex or sexual orientation.

## 2. DIVERSITY MEASURABLE OBJECTIVES

IKE's Board ("Board") sets and reviews measurable objectives each year designed to adhere to IKE's Diversity and Inclusion Policy, Management will recommend the measurable objectives to the Board. The Board will assess annually both the measurable objectives and IKE's progress towards achieving them.

## 3. ROLES AND RESPONSIBILITIES

The responsibilities of specific groups are:

### **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 Officer/Senior Leadership team**

Responsible for developing and, once approved by the Board, implementing the measurable objectives for achieving diversity and inclusion. Also responsible for reporting on diversity initiatives and progress against the measurable objectives.

Ensuring that appropriate disclosures are made in IKE's annual report regarding diversity and inclusion.

### **All**

Awareness of IKE's commitment to diversity and inclusion in its workforce and adherence to this diversity and inclusion policy