

1. PURPOSE

Sky Network Television Limited (**Sky**) recognises the value diversity brings to the organisation. Diversity allows us to be more innovative in the way we think and act, and better reflective of the customers we serve, enhancing the quality of our products and services. We strive to create an inclusive workplace culture which leverages our employees' unique backgrounds, qualities and contributions to deliver value to our stakeholders, including our customers.

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

The purpose of this Diversity Policy is to outline Sky's commitment to building and growing a diverse and inclusive workforce. This policy has been developed to align with Sky's values and it underpins a core value to 'Be Yourself' - bringing your whole self to work, accepting and valuing differences in others, and belonging at Sky. It also supports our ability to comply with our obligations under New Zealand legislation, the NZX and ASX Listing Rules, as well as the laws, regulations and local practices or conditions in other jurisdictions in which we operate.

2. SCOPE

This policy applies to all directors (together, the **Board**), employees, contractors and consultants or any other representative of Sky, in all business dealings.

This policy complements other Sky policies such as our Code of Ethics and Bullying, Harassment and Discrimination Policy.

3. POLICY

Key Principles

- Sky values diversity within our workforce because it makes our organisation stronger, more capable and more innovative, which directly benefits our people, our products and our customers.
- We aim to reflect the diversity of communities and markets we serve, in New Zealand and the other countries in which we operate.
- Everyone at Sky is accountable to create an inclusive culture, where individual differences are supported, respected and valued.
- Bullying, harassment, discrimination, vilification and victimisation of any nature, or any other offensive behaviour likely to humiliate, offend, intimidate or insult others will not be tolerated.
- Sky is committed to attracting diverse talent and hiring fairly at all levels of the organisation, basing selection on objective criteria, and raising awareness of the impact of conscious and unconscious biases and how we can counteract this in the hiring process.
- 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.
- We respect and value the contribution of each employee, and regard discrimination as unfair, unacceptable and unlawful. Sky has zero tolerance for any form of unlawful discrimination of employees or potential employees, regardless of whether it is active or passive.
- Sky actively supports a range of initiatives that support diversity and inclusion, including but not limited to equitable pay, flexible ways of working, equal employment opportunities, and accessibility.

Sky has a Protected Disclosures Policy which outlines the process for reporting concerns or suspected wrongdoing.

4. DEFINITIONS

Diversity refers to all the characteristics that make one individual similar to or different from another. Diversity encompasses attributes or characteristics such as gender, race, religion, ethnicity, language, sexual orientation, disability, age, cognitive diversity, family responsibilities, cultural background and any other ground for potential Unlawful Discrimination. Our diversity commitment is about respecting these differences and treating individuals equally.

Inclusion refers to encouraging practices and behaviours in the workplace to ensure that individuals feel included, valued and respected and able to contribute. It involves both the action of including people and the outcomes of individuals feeling a sense of belonging. Inclusion also involves removing barriers to make sure everyone is able to fully participate in the workplace and have equal access to opportunities.

Unlawful Discrimination refers to any practice which makes distinctions between individuals or groups to disadvantage some and advantage others, based on one or more of the following attributes:

Age, marital status, gender, religion, ethnic origin, ethical beliefs, colour, race, employment status, disability (including physical or mental illness), sexual orientation, political opinion, family status and involvement or non-involvement in the activities of a union.

5. ROLES AND RESPONSIBILITIES

The **People and Performance Committee**, a Board sub-committee, is responsible for:

- establishing and monitoring Sky's diversity strategies including regularly reviewing representation of women at all levels of the organisation;
- reporting on progress against those objectives and ensuring that appropriate disclosures are made in Sky's annual reports regarding diversity; and
- leading, on behalf of the Board, the annual assessment of this policy to determine its effectiveness, and the assessment of objectives and the progress made toward achieving them.

The **Chief Executive Officer and Executive Leadership Team** are responsible for:

- developing and, once approved by the Board, implementing the Diversity and Inclusion Strategy, and action plans for achieving diversity and inclusiveness at Sky;
- reporting to the Board on diversity initiatives and progress against the strategies and plans; and
- providing leadership for diversity and inclusiveness at Sky.

The **People Team** will be responsible for:

- maintaining awareness of diversity and inclusion best practice;
- building and sustaining people practices that are cognisant of and enable our inclusion aspirations to be achieved;
- designing and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees that will, over time, prepare them for senior management and board positions;
- implementing and reporting annually on an organisation wide capability review; and
- providing annual key people metrics reporting and recommendations to the Executive Leadership Team and Board on key diversity metrics.

People Leaders/Line Managers will be responsible for:

- gaining familiarity with our approach to diversity and inclusiveness; and
- ensuring they are capable to enhance and leverage diversity and inclusiveness in their teams.

All Sky people will be responsible for:

- having awareness of Sky's diversity and inclusiveness objectives.

6. MEASURABLE OBJECTIVES

While diversity is a broad concept, at Sky, our focus is on gender diversity as we are committed to getting more women into management and leadership roles. With respect to gender diversity, the Executive Leadership Team will look to:

- develop for approval by the People and Performance Committee;
 - measurable objectives which are tailored towards improving gender diversity in areas requiring improvement;
 - targets or key performance indicators (**KPIs**) to verify progress towards attainment of those measurable objectives;
- develop systems and processes to capture the data for reporting purposes; and
- assess annually both the targets and KPIs and Sky's performance against those targets and KPIs.

Sky is committed to promoting other facets of diversity in addition to gender at all levels of the organisation. The Board, together with the People and Performance Committee, will periodically review and develop strategies for achieving positive diversity outcomes in the composition of Sky's Board, senior management and workforce generally.

7. ACCOUNTABILITY

Reporting and accountability pursuant to this policy will be a periodic item on the Board agenda.

At least annually the People and Performance Committee will report to the board on progress towards attainment of Sky's diversity objectives and otherwise to facilitate the board in meeting its compliance requirements.

8. OVERRIDING CAVEAT

Nothing in this policy shall be taken, interpreted or construed so as to endorse:

- the principal criteria for selection and promotion of people to work within Sky being other than their overall relative prospect of adding value to Sky and enhancing the probability of achievement of Sky's objectives;
- any discriminatory behaviour by or within Sky contrary to the law, or any applicable codes of conduct; and
- any existing persons within Sky in any way feeling threatened or prejudiced by this policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others.

9. REVIEW OF DIVERSITY POLICY

The Board will review this policy annually or more frequently if there is a change to Sky's diversity obligations or if there are other requirements that impact the framework. This policy was reviewed on 22 August 2023.