

Diversity and Inclusion Policy

Purpose

InZone Industries Holdings Limited (InZone) is committed to creating a workplace where all people are treated with dignity, fairness, and respect. We believe that a diverse and inclusive workforce strengthens our organisation, supports innovation, and improves outcomes for our customers, employees, and communities.

This policy outlines InZone's commitment to diversity, inclusion, and human rights, and sets expectations for employees, leaders, suppliers and contractors.

Scope

This policy applies to all employees, contractors, temporary workers, and business partners engaged by InZone Industries Holdings Limited and its operating businesses.

Commitment to Human Rights

InZone is committed to respecting and supporting internationally recognised human rights standards across our operations and supply chains.

This commitment aligns with the principles contained within:

- The International Bill of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- Relevant New Zealand legislation including the Employment Relations Act 2000, Human Rights Act 1993, and Health and Safety at Work Act 2015

InZone does not tolerate discrimination, harassment, bullying, forced labour, child labour, or any form of modern slavery.

We expect all employees and business partners to operate in a way that respects the rights, dignity, and wellbeing of others.

Diversity and Inclusion Principles

InZone is committed to building a workplace where people feel safe, respected, and able to contribute fully.

We aim to:

- Promote equal opportunity in recruitment, development, and promotion
- Foster a culture where different perspectives are valued
- Provide a workplace free from discrimination, harassment, and bullying
- Encourage respectful communication and inclusive behaviour
- Support a workforce that reflects the diversity of our communities

Expectations of Employees, Suppliers and Contractors

All employees must:

- Treat others with respect and fairness
- Contribute to a safe and inclusive working environment
- Comply with InZone policies and our Code of Conduct
- Raise concerns about inappropriate behaviour, discrimination, or human rights risks

InZone expects suppliers, contractors, and business partners to operate responsibly and ethically, including respecting human rights and complying with relevant labour standards.

Where appropriate, InZone may assess suppliers to ensure alignment with these expectations.

Preventing Modern Slavery and Exploitation

InZone is committed to preventing modern slavery and labour exploitation within its operations and supply chains.

This includes taking reasonable steps to ensure:

- Work is freely chosen
- Workers are treated fairly and paid lawfully
- Working conditions are safe and respectful
- There is no forced labour, bonded labour, or human trafficking associated with our operations or suppliers

Any concerns relating to unethical labour practices will be investigated and addressed promptly.

Implementation and Monitoring

InZone implements this policy through:

- Clear workplace standards outlined in the Employee Handbook and Code of Conduct
- Fair recruitment and employment practices
- Leadership accountability for respectful workplace behaviour
- Processes for raising and addressing concerns, including complaints of bullying, harassment, or discrimination or whistleblowing concerns
- Ongoing review of policies and workplace practices

Breaches of this policy may result in disciplinary action.

Governance and Accountability

Responsibility for oversight of social and environmental sustainability within InZone sits with the Chief Executive Officer.

This includes oversight of diversity, inclusion, human rights commitments, and responsible business practices.

Reporting Concerns

Employees are encouraged to raise concerns regarding discrimination, bullying, human rights risks, or unethical practices through their manager, HR, or established reporting channels.

All concerns will be taken seriously and investigated in accordance with company procedures and principles of natural justice.

Review

This policy will be reviewed periodically to ensure it remains aligned with legal requirements, best practice, and InZone's organisational values.