



Diversity & Inclusion Policy V3

Purpose & Principles

Manawa Energy values diversity in all its forms. In embracing the different perspectives, ideas, and experiences of our people we are led to better decision making, innovation and creativity as a business.

We commit to ensuring that our workspaces are inclusive, creating psychological safety which is a prerequisite for a positive culture that enhances belonging and retains talent.

This policy has been prepared by the management of Manawa Energy and approved by the Manawa Energy Board of Directors.

1 Scope

This is a Manawa Energy wide policy that extends across all Manawa Energy business units and its wholly owned subsidiaries. It applies to all Manawa Energy employees, directors, consultants, and contractors. For the purposes of this Policy, we refer to these groups of people as "our people".

2 Diversity & Inclusion Aspirations

Manawa Energy is committed to diversity and inclusion and tailoring towards the unique nature of the generation business to achieve an environment which supports and values diversity and where all people feel included. Specifically, we aspire to be a workplace where:

- Our people feel valued and included
- Diversity of thinking and approach is valued
- We encourage a broad range of people to be part of Manawa Energy and make employment decisions without bias
- We have a diverse Board and Executive Team

- Diversity is visible across all divisions and at all levels of the business
- We are culturally competent and well-equipped to meet cultural needs and differences of our people

3 Compliance Requirements

Manawa Energy will meet its obligations with respect to the issue of Diversity, as required under the NZX Listing Rule 3.8.1 and other regulatory requirements (if any), by:

- Maintaining this Policy;
- Reviewing the diversity and inclusion performance at Manawa Energy on an annual basis;
- Considering actions and future objectives for improving diversity and inclusiveness.;
- In its Annual Report, disclosing:
 - A breakdown, reported numerically, as to the gender composition of Manawa Energy's Directors and officers as at Manawa Energy's balance date, and including comparative figures for the prior balance date; and
 - A statement from the Board providing its evaluation of Manawa Energy's performance with respect to this Policy.
- At its discretion, disclosing in its Annual Report any diversity and inclusion policy or any other matter relating to its diversity and inclusion practices or position (including in relation to diversity other than gender).

4 Breach of Policy

Compliance with this and all other Manawa Energy policies is a condition of employment or contract for services.

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Signed

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David Prentice, Chief Executive

Date: 7/7/2022

Policy Revision history

Date	Version	Policy	Policy Steward	Approved By
Jun 2022	3.0	Diversity & Inclusion Policy	Head of People & Culture	Manawa Energy Board
Dec 2020	2.0	Diversity & Inclusion Policy	GM, People & Capability	Manawa Energy Board
Nov 2018	1.0	Diversity & Inclusion Statement of Intent	GM People & Capability	Chief Executive

Policy Review

This Policy will be reviewed at least every two years or as often as required to meet the needs of a changing environment.

Next Review scheduled: JUNE 2024