



Diversity & Inclusion Policy

This Policy applies to Talentia and all subsidiaries

Effective date

01.09.2026

Next review date

01.09.2027

Purpose

Talentia is in the business of people. We value the different backgrounds, experiences, perspectives and strengths people bring to our workplace and to our clients.

Our approach

We are committed to a workplace where people are treated fairly, respectfully and without discrimination. Our approach is supported by the 4Cs:

Communication – We encourage open, honest and respectful conversations and want people to feel comfortable speaking up.

Clarity – We provide clear expectations around roles, responsibilities, priorities and acceptable workplace behaviour.

Consistency – We aim to manage people and concerns fairly, consistently and through known and appropriate processes.

Commitment – We are committed to an inclusive workplace, and will listen, respond and take appropriate action when concerns are raised.

What diversity & inclusion means at Talentia

Diversity includes differences such as ethnicity, gender, age, national or ethnic origin, disability, sexual orientation, religion, family responsibilities, work experience, job role, thinking style and personality.

Inclusion means valuing and involving everyone. We expect people to remain open-minded, avoid assumptions and recognise that people may have different experiences and perspectives.

Discrimination

Talentia does not tolerate discrimination in recruitment, employment, assignments, workplace interactions or access to opportunities. Everyone is expected to treat others fairly and without discrimination.

Any concerns about bullying, harassment or discrimination can be raised through the channels set out in Talentia's Bullying, Harassment & Discrimination Policy.

What you can expect from Talentia

- A workplace that promotes fairness, respect and inclusion.
- Equal and fair treatment in employment and workplace opportunities.
- Support for people to contribute their skills, experience and perspectives.
- Concerns about discrimination or inappropriate behaviour will be taken seriously

What we expect from our people

- Treat colleagues, candidates, temporary workers, clients and suppliers with respect.
- Be open-minded and avoid making assumptions about others.
- Support an inclusive workplace and speak up when something is not right.
- Follow Talentia's workplace policies and standards and apply them fairly

Review

This policy is supported by relevant New Zealand employment and human rights legislation and Talentia's employment agreements and workplace policies. It will be reviewed annually or earlier if required.