

2024 Champions for Change Commitment Statements



Anchored by  GLOBAL WOMEN

“Mā mua ka kite a muri,
mā muri ka ora a mua”

“Those who lead give sight to those
who follow, those who follow give
life to those who lead”

AIA NEW ZEALAND



“...innovative through diversity of thinking and perspectives and creating a workplace where our people thrive.”

“At AIA NZ, we have a strong history of focusing on Diversity, Equity Inclusion and Belonging (DEIB). We embrace a diverse range of people and perspectives to create a workplace where “you can be you”.

Our DEIB vision is that our people, customers, and community recognise us as an authentic leader in this space, so that our hard work creates a legacy. We are proud to have launched various initiatives such as Flexible Working, Gender Pay Gap reporting, Menopause Support, Gender Affirmation Guidelines. We are also thrilled to partner with like-minded organisations such as the Rainbow Tick, Gender Tick, Dignity, and the Mental Health Foundation to further support our own DEI initiatives.

For AIA NZ, it’s about reflecting our community, having the right capability, being innovative through diversity of thinking and perspectives, and creating a workplace where our people thrive.

At the end of the day, I believe our people must feel that they belong, can bring their whole selves to work, and be the best they can be each and every day.”

Nick Stanhope, CE

AIR NEW ZEALAND



“We pride ourselves on allowing every individual to be themselves and thrive... ko au ko koe, ko koe ko au (I am you, you are me).”

“What makes Air New Zealand, Araraurangi, so special to be part of is the role we play in not just connecting people and communities, but truly representing Aotearoa through our diverse workforce. We pride ourselves on being a place where every individual can be themselves and thrive, feel included, and work in an environment where they can learn and grow.

I’m extremely proud of our commitment to Diversity, Equity & Inclusion. A key part of this is sustaining our strong position of women in senior leadership and on the Board, and by creating programmes that support women in leadership to maintain a solid pipeline of talent.

Increasing Māori and Pasifika leadership and creating career progression opportunities is another focus. One of our values - Share Your Aotearoa - is about embracing our passion for everything Aotearoa, including our culture, history, heritage, and language. We have an aspiration to grow our cultural awareness and competence, and key to this is allowing our people to embrace their own heritage which strengthens employee engagement.”

Greg Foran, CE

ANZ



“We will maintain our momentum towards a workforce more representative of modern Aotearoa NZ.”

“ANZ’s purpose is to create a world where people and communities thrive - and our commitment to equity, diversity and inclusion is an integral part of that.

We’re striving to become leaders and role models in this field, and our People Agenda gives us a framework to create and nurture a diverse and inclusive workplace – a place where staff can bring their true, authentic self to work.

We also continue to develop career pathways for female and ethnically-diverse leaders, as well as connecting with other organisations to share and develop best practice ideas.

There’s still a way to go – but we’re in it for the long run.”

Antonia Watson, CE

ASB BANK



“...to foster and encourage a culture of inclusion and diversity.”

“Our people are at the centre of everything we do. They make ASB, ASB. It’s important to us that we continue to foster and encourage a culture of inclusion and diversity, ensuring women are enabled, supported and recognised in all parts of our business. For example, our Women’s Influence Network events are a beacon for connection and the exchanging of ideas.

Our focus remains on identifying talent, providing opportunities and platforms to help women grow and influence the communities we work, play and live in. We’re passionate about continuing to increase diversity in leadership roles. We know together, with a strong sense of belonging through embracing inclusion and diversity, we can deliver brilliant services and experiences to our customers and community.”

Vittoria Short, CE

AUCKLAND INTERNATIONAL AIRPORT



“creating a sense of place where everyone can thrive.”

“Like our travellers, Auckland Airport is on its own journey – one that has been planned, anticipated, rescheduled and is now once again underway. Through all the disruption of the past three years, we haven’t lost sight of the value diversity, equity, and inclusion (DE&I) bring to our organisation.

We know for Auckland Airport to achieve our ambition to deliver an exceptional travel experience all Kiwis can be proud of, we need a workplace that creates opportunities for everyone and a workforce reflecting the diverse community in which we operate.

We acknowledge the need to accelerate our efforts to not just advance women into more senior roles, but ensure we expand the diversity of our senior leader group with a specific focus on Māori and Pasifika. Auckland Airport seeks to be a place where everyone can thrive and reach their full potential.”

Carrie Hurihanganui, CE

BAY OF PLENTY REGIONAL COUNCIL



“significantly reduced our gender pay gap over the past four years.”

“Toi Moana is proud to have pay parity and we have significantly reduced our gender pay gap over the past four years. We’re working with our people to build our next people strategy, which includes Manaakitanga, Belonging and Equity as core elements and are excited to continue to make shifts on the individual and systemic levers so that we can achieve a gender and ethnic balance and pay equity.”

Fiona McTavish, CE

BNZ



“We are committed to creating an inclusive workplace, that is representative of New Zealand’s rich cultural, ethnic and gender diversity to ensure we’re reflecting the communities we are proud to serve.”

“At BNZ, we value diversity as a source of strength. We recognise that the unique experiences, backgrounds, and perspectives that our people bring to work are a competitive advantage that help us to better serve our customers and communities.

We are committed to creating a welcoming and inclusive workplace, that is representative of New Zealand’s rich cultural, ethnic and gender diversity. We remain focused on providing opportunities to promote women through to senior leadership, and we are actively working on embedding Tikanga Māori and Te Reo Māori into our business. Through these and other initiatives, our aim is to attract, retain and promote diverse talent to ensure we’re reflecting the communities we are proud to serve.”

Dan Huggins, CE

BUDDLE FINDLAY



“We know that a diverse workforce will increase our activity...”

“At Buddle Findlay, we are committed to promoting and supporting diversity and inclusion in our workplace. We know a diverse workforce will increase our creativity, innovation, and profitability, and provide our clients and people with better experiences.

During 2022 we dug deep to understand the motherhood penalty at Buddle Findlay and have launched a market leading parental leave policy that strives to support gender equity for both parents in the first 24 months and provides enhanced KiwiSaver, annual leave and bespoke coaching.

We are committed to annually publishing our gender pay gap providing transparency about our gap and our commitment to close it. Our Hikitia strategy guides our growth in Te Ao Māori, supporting our people to improve individual Te Reo Māori and tikanga skills. We practice and perform regular waiata, welcome new people with mihimihi and partner with equity group student associations. We celebrate and raise awareness to support diversity and inclusion, including celebrating Matariki, Pacific languages, Pride Month, Lunar New Year and Ramadan.

We are proud of our commitment to diversity and inclusion and will continue to work to create a workplace that values and respects all individuals.”

Jennifer Caldwell, Partner

CHORUS



“We aspire to create a fair, inclusive and equitable culture where differences are our strengths.”

“At Chorus, we’re proud of our award winning mahi to help us achieve this aspiration as we embed Diversity, Equity and Inclusion (DEI) in our company infrastructure and entire employee experience.

Our DEI strategy launched in 2022 and includes specific measures on 40:40:20 gender representation, Te Ao Māori participation, and high DEI and wellbeing engagement standards for our minority employee populations.

We’re proud partners with Pride Pledge and allies of our Rainbow community, sponsoring events across Aotearoa that celebrate our LGBTQIA+ colleagues and customers. We’re also accredited with the Accessibility Tick and the advanced category of the Gender Tick. In alignment with our focus on gender, our gender pay gap by career level remains at <-2%. Our parental leave policy also provides equal access to leave provisions and return to work coaching for both the individual and their people leader.

Alongside embracing DEI within our current workforce and work environment, we are committed to ensuring our talent and acquisition processes are inclusive for all.”

JB Rousselot, CE

CONTACT ENERGY



“...inclusive workplace where diversity in all forms is valued.”

“At Contact we remain committed to embedding our Inclusion and Diversity strategy and we’re now looking at building on this foundational work. Our work is underpinned by our vision to build a better Aotearoa New Zealand by reflecting the diversity of our customers and communities. We have proudly introduced one of the most comprehensive and far-reaching parental leave policies in the country as well as ambitious targets for launching networks to support and promote our Māori, Pasifika, and Female employees. We’re also reviewing key policies throughout the business, such as our modern slavery, whistleblowing, and human rights policy, to ensure the values we live by are evident throughout our business. We continue to work hard to create an inclusive workplace where diversity in all forms is valued and our people feel confident in being their true selves at work.”

Mike Fuge, CE

CRAIGS INVESTMENT PARTNERS



“We are committed to our company values which promote a workplace where employees are equal, feel a sense of belonging and valued in the role they play.”

“We are, at heart, a people business. Our clients’ trust in the collective experiences, skills, knowledge, and commitment of our people means our clients can have confidence that we can deliver the investment solutions they need.

We are committed to our company values which promote a workplace where employees are equal, feel a sense of belonging and valued in the role they play to deliver the best outcomes for our clients, shareholders, and each other.

As a firm we support the global research and thinking which shows that diverse companies are not only stronger – they also outperform industry peers on profitability, and they are more likely to adapt to, and withstand massive changes in circumstance.

This thinking aligns with the strategic goals we have set as an investment firm and an employer and ultimately matches the diversity of our clients and New Zealand.”

Simon Tong, CE

DELOITTE NEW ZEALAND



“Our commitment to inclusion and diversity across our business is unwavering.”

“While our focus on Diversity, Equity and Inclusion is not new, our attention to it has not wavered. The progression of women through our organisation into senior roles is also positively impacting our ability to attract senior women into Deloitte, including into historically male dominated areas. Greater female representation at senior levels and in occupational domains that are historically more highly rewarded in the market, also means our gender pay gap continues to track down each quarter. Our Tiharu and Le Lumana’i scholarship programmes will further increase the growth of our Māori and Pasifika communities while enhancing equity and implementation of our LGBT strategy will ensure our people can bring their true selves to work. Our Inclusive Talent Experience continues to enhance the experience of all our people through various initiatives, including the consistent embedding of flexibility and a focus on wellbeing. It continues to be a strategic priority to ensure we create a culture that enriches the experience for all our people.”

Mike Horne, CE

EY NEW ZEALAND



“...our aim is to achieve more equitable outcomes.”

“Diversity, Equity, and Inclusion (DEI) are central to our business and people strategies. We continue to look at areas where we can have positive impacts and better the career experiences for EY people. The COVID pandemic continues to leave its mark across our society, but a positive and significant change in our workplace culture has been increased flexible working for all. Flexible working, remote working, and working differently with technology are enablers of inclusion and are here to stay at EY.”

Simon O’Connor, NZ Managing Partner

FCB AOTEAROA



“...celebrating and honouring each other’s differences.”

“At FCB Aotearoa, our commitment to DEI is brought to life through our Whanaungatanga journey. Whanaungatanga includes creating, building, and nurturing relationships with diverse groups, with a particular focus on Māori and Pasifika, but including all cultures and walks of life. It includes celebrating and honouring each other’s differences, aiming to really see every individual, making space for them to bring their whole selves to work every day, fostering a wholly inclusive environment.

As the Progressive Change Agency, we are committed to supporting everyone at FCB through their journey as individuals, and our journey as an agency, exploring our differences but recognising our connections. We treasure our relationships with each other, and with organisations, agencies and individuals who can help enrich us: individually, and in the context of the work we create for our clients.

Our Whanaungatanga journey will not always be easy, but we are committed to learning, sharing, and growing as we continue on its path.”

Paul Wilson and Sean Keaney, Co-CE’s

FISHER & PAYKEL APPLIANCES



“...committed to leading positive change in gender and cultural diversity.”

“Our purpose is to create moments of delight together in the heart of the home. Sustainably enhancing the quality of people’s lives now and for future generations.

We are a human-centred organisation where all our people belong and thrive every day and are committed to leading positive change in gender and cultural diversity throughout our business.

We believe deeply in the inclusive culture we have created, and in the capacity for greater curiosity, diversity of thought and opinion to drive innovation and success.

These values are reflected in our recruitment, our mentoring and leadership programmes and in the opportunities, we provide for progression within the business.”

Daniel Witten-Hannah, CE

FISHER & PAYKEL HEALTHCARE



“...where everyone can find belonging, reach their full potential and contribute over the long term.”

“Our intention is to have good people who contribute the most they can over the long term and to create a positive lasting impact on society.

To achieve our intention, we nurture a culture that is collaborative, open, diverse, honest and inclusive. For us this means that F&P is a place where everyone can find belonging, reach their full potential and contribute over the long term. Our approach is to embed diversity, equity and inclusion (DEI) in everything we do. We think this is key to achieving long-term, sustainable improvement.

We continue to empower our Employee-Led Networks, enabling our people to take an active role in DEI. We have started embedding DEI into everything we do, by focussing on improving DEI data and insights which can be used to inform key projects.”

Scott St John, Chairperson

FLETCHER BUILDING



“We are committed to creating a safe inclusive workplace, where we celebrate the rich diversity of our people and represent the communities we serve.”

“Fletcher Building aspires to be a place where everybody belongs. We recognise that the diversity of our people and their unique backgrounds enable us to better serve one another, our customers, and our community.

We are committed to creating a safe and inclusive environment where our people feel they belong. We aim to be a leader in our industry by cultivating an inclusive culture, striving for gender balance and driving greater ethnic diversity in leadership positions.

We continue to build momentum through a range of strategic initiatives including our gender plans which set clear actions on how we will achieve our targets. We regularly review our systems, policies and processes to ensure our ways of working are inclusive of all. By way of example, we are proud that our Parental and Gender Affirmation Leave policies support our people to take time out during these important milestone moments. We grow our leaders, so they have the capability to lead diverse teams and create the culture we strive for. The active involvement of our Employee Action Groups is pivotal in creating an organisation which truly represents the Aotearoa we serve.”

Nick Traber, Acting CEO

FONterra GROUP CO-OP LTD NZ



“You, Me, Us Together – Tātou, Tātou means everyone can be themselves and at their best”

“Together D&I are critical to achieving our strategy, how we live our purpose and values, and how we ‘show up’ in the communities where we live. We undertook a gender diversity review and heard from our people that inclusive workplaces are good for everyone. In the year ahead, we have committed to a range of short-term and long-term initiatives to increase gender diverse representation in our leadership and will continue to hold ourselves to account through our aspirational D&I targets balanced with building awareness and actions.”

Miles Hurrell, CE

GENESIS ENERGY



“...building a diverse workforce, embracing equity and being intentional about inclusion.”

“At Genesis, we know diversity, equity and inclusion go hand in hand with growing a strong, profitable, and innovative business. We’re committed to creating a workplace where everyone, regardless of ethnicity, culture, gender, neurodiversity, or background, feels safe to be themselves and has a strong sense of belonging.

What this looks like over the short term is a continued focus on building a diverse workforce, embracing equity and being intentional about inclusion. Increasing ethnic representation across our workforce as well as developing and promoting our female leaders remain key targets in our DEI strategy, which will be refreshed over the next 12 months.”

Malcolm Johns, CE

IAG NEW ZEALAND



“Normalising flexibility...helps to remove barriers for people from all backgrounds.”

“At IAG New Zealand, we aim to bring diversity of thought into everything we do. Our purpose is to make your world a safer place and to do that, we are focused on diversity, inclusion and belonging not just for our people, but also for our customers and the communities we serve.

Our Diversity, Inclusion and Belonging strategy includes a target of 50% women in senior leadership and at 1 February we are at 47.5%. We have a series of initiatives that will help us achieve gender equity and inclusion for all, including leadership pipeline programmes and inclusive recruitment policies.

Normalising flexibility is something we know helps to remove barriers for people from all backgrounds as they look to integrate life and work. Something we’re proud of is our recent FlexReady certification, highlighting our industry-leading approach to flexible working.

Through He Rautaki Māori – IAG New Zealand Māori Strategy – we aim to support Māori prosperity and wellbeing, and we are proud to hold the Rainbow tick and Domestic Violence free tick.”

Amanda Whiting, CE

IBM NEW ZEALAND



“Diversity and inclusion is the fabric that has progressively served IBM purpose to make the world a better place.”

“Diversity and inclusion are foundational principles of IBM’s culture of consciously embracing differences and advocating equity and allyship for innovation to thrive. We have introduced and enhanced programs, in New Zealand and around the world, to meet our strategic priorities of accountability, advocacy, allyship and employee experience. In recent years, this has included co-creating learning experiences around topics not previously discussed in the workplace such as systemic racism, unconscious bias, being an upstander and covering. IBM has been a progressive leader in diversity, advocacy, and innovation, and it’s the fabric that helps us make the greatest impact for our clients, our colleagues, and the world.”

Shannon Harris, Managing Director and Technology Leader

KIWIRAIL



“...creating a place where all our people can grow and feel they belong.”

“At KiwiRail, we’re fully committed to building a more inclusive workplace that celebrates diversity, creating a place where all our people can grow and feel they belong. We have a comprehensive inclusion, diversity and belonging plan which sets goals to 2025. It involves initiatives that will help us attract and retain more wāhine, more young people and more people from diverse ethnic backgrounds. We need more women in operational leadership roles where they can role model inclusive behaviours and influence business outcomes. We need to invest in young people and provide them with the right amount of support and development. We will continue to support and develop our Rautaki (Māori Outcomes Strategy) and connect to Te Ao Māori.

We’re looking at how we deliver our Statement of Corporate Intent (SCI) plan and achieve our ambitious targets in our industry, and we will continually improve and benchmark ourselves against other organisations that are making meaningful change to embed a culture of inclusiveness.”

Peter Reidy, CE

KPMG NEW ZEALAND



“Tackling the hard stuff.”

“At KPMG our purpose is tītokona tō tātou tōnuitanga, mō Aotearoa, mō tātou - fuelling the prosperity of New Zealand for all New Zealanders. That purpose drives us to focus on equity of outcomes, and to address inequity in our workplace and through the work that we do. Real progress on inequity can only be achieved if we can attract and retain people who bring a diversity of perspective and experiences to their work. We’ve introduced programmes recently around parental leave as well as strengthening our Kiwa, Pride, Accessibility, Ethnicity, Gender, and other affinity networks. We’ve also reaffirmed the hard link between our Purpose and our commitment to Te Ao Māori, and how we engage with te reo and tikanga in our workplace. Our biggest challenge remains broadening the gender, ethnic and other diversity of our partner group, which is changing through an Executive and Board focus on recruiting, developing, and retaining talent at this level. Progress on that goal is co-dependent on growing the confidence of all our people that they belong in our firm and in that leadership group.”

Matt Prichard, Executive Chair

MERCURY NZ



“...so our people can bring their best selves to work.”

“Diversity, Equity, and Inclusion are integral parts of Mercury’s culture. Being inclusive of individuals with different backgrounds, views, experience, and capability working together makes us stronger and better as an organisation. We’re committed to recruiting and retaining people who respect each other, our customers and our stakeholders and have a broad range of skills, experiences, and frames of reference to drive innovation, deliver improved financial performance and to help us to achieve our ambition.

Our diversity, equity and inclusion strategic objectives strengthen our inclusive leadership and culture. We are focused on clear and simple targets for gender and ethnicity, enabling our employee network groups, developing our strategic partnerships, building capability and awareness of diversity, equity, and inclusion across the business, and maintaining an environment where diversity, equity and inclusion thrives.”

Vince Hawksworth, CE

MERIDIAN ENERGY



“...we’re committed to creating a workplace that is representative of the communities we live and operate in, and a place that allows our people to thrive.”

“At Meridian, we’re committed to creating a workplace that is representative of the communities we live and operate in, and a place that allows our people to thrive. Our Belonging Strategy is built around seven focus areas - inclusion and respect; gender; ethnicity; accessibility; rainbow, te Ao Māori and Wellbeing.

With around half of the Meridian Group already identifying as women, our core focus is to increase the number of women we have in senior leadership roles. To achieve a more-balanced gender representation at all levels, we have set a target that for new employees hired each year, we’ll aim for 40% of these appointees identifying as women, 40% men, and the remaining 20% being of any gender.

Meridian is proud to have gained the Accessibility Tick and has remained an accredited member of the Gender Tick programme. More recently Meridian has put its support behind the Mind the Gap initiative.”

Neal Barclay, CE

MINTERELLISONRUDDWATTS



“...the real measure of an organisation is its culture.”

“We commit to three foundational pillars, one of which, “ngā tāngata - Caring for our people, clients and communities” grounds our approach to diversity and inclusion. We put in place targets and operational initiatives to ensure equitable engagement and experiences within our firm, the legal profession, and our wider communities.

Our progress in 2023 included the first year of our Te Ao Māori strategy, with initiatives including developing our cultural competence through authentic training; investing in long-term collaborative partnerships; establishing staff networks; and supporting the next generation of Māori lawyers through a new Awards Programme, a new paid work experience programme through ICE Base, and continuing our engagement with children with Homework Club. We continue to foster belonging within rainbow communities with a range of policies, celebrations and sponsorships. We annually publish our gender and ethnicity pay gaps and were the first large law firm in New Zealand to do so. We are committed to building an inclusive workforce that reflects the diverse communities of Aotearoa New Zealand. We believe this is vital to achieve our firm’s purpose of helping shape our country’s future.”

Andrew Poole, CE

MSL ANZ (PUBLICIS GROUPE)



“Inclusivity is our superpower to creatively unlocking the best ways to tell the stories on behalf of our clients.”

“Our purpose as a business is to create conversations that change New Zealand. To do that well, we need to listen to and learn from diverse voices and understand the issues that matter for all. Inclusivity is our superpower to creatively unlocking the best ways to tell the stories on behalf of our clients. At MSL New Zealand, we celebrate diversity and all the experience and ideas it brings.

Our aim is to better represent the audiences that we look to communicate to and tell more stories of those that struggle to have a voice.”

Skye Lambley, CE

NEW ZEALAND INSTITUTE
OF ECONOMIC RESEARCH

“Issues of inclusion, diversity and equity have economic impacts on New Zealand.”

“NZIER’s success is built on the expertise, experience, and relationships of its people. To succeed we need to recruit and retain the best people we can and to do this we must commit to a culture of inclusion, diversity, and equity. We are working to reflect this in our policies and processes, starting last year with improving our parental leave and other leave benefits. It is not only the right thing to do, it is good business sense.

NZIER has a kaupapa of educating and informing the debate on the significant economic and policy issues confronting Aotearoa New Zealand. Issues of inclusion, diversity and equity have economic impacts on New Zealand, in areas as diverse as labour force participation, health outcomes and our ability to support our ageing population. Similarly, economic events and policy have distributional impacts that directly affect equity. Through the thought leadership and research, we do as part of our Public Good Programme, we will continue to bring these issues to the attention of New Zealanders with the aim of benefitting all New Zealanders.”

Jason Shoebridge, CE

NZ POST



“Identifying opportunities for better integration and deeper embedding right across the employee lifecycle so this becomes ‘who we are’”

“2023 was a mix of delivering and evaluating our existing programmes, to ensure initiatives are as inclusive, accessible, and sustainable as they can be. Taking stock helps us identify opportunities for better integration and embedding across the employee lifecycle so it’s simply ‘who we are’ every day; a place where our values underpin a culture of diversity, equity, and inclusion. Our ongoing leadership development, mentoring and coaching, focuses on Māori, Pasifika and women, helping remove bias from core people activities like recruitment, remuneration, and identifying and growing talent.

In 2023 we celebrated our future Māori leaders through our fifth Te Hononga programme, recognised our latest Mauri Award winner, and funded Reo Māori learning through Education Perfect. We tested the Pasifika Niu leadership programme and are supporting another cohort in 2024. Our internal Women in Leadership programme wrapped up but continues to build strong connections through alumni events. We’re progressing our women’s network Pouhine o Tukurau Aotearoa and participating in Global Women’s Activate leadership development programme.

NZ Post’s core business has a gender pay gap of 0% which we’re proud to report publicly. From 2025 we’ll expand our dataset to include subsidiaries, as our business continues to grow.”

David Walsh, CE

NZ RUGBY



“...thriving people at all levels help make rugby a welcoming and positive space for all.”

“Rugby is a big part of life for many New Zealanders, and those who love the game are involved because they enjoy being part of a community, something bigger than themselves. Rugby is a game for all, and we want everyone to have that opportunity to connect through our game, so ensuring that all our spaces are welcoming and inclusive remains a core part of our goal.

Over the next year as we navigate our journey to a becoming a more equitable and culturally responsive rugby community, we’ll continue to implement our EDI, Women & Girls and Pasifika strategies, and work closely with the NZ Māori Rugby Board. Through these plans we will work towards our target of 50% overall diversity on rugby boards, grow the number of women coaching, playing and refereeing rugby, develop inclusive club guidelines and support our first cohort of women through the Women in Rugby Governance and Mentoring programme.

Our goals for diversity, inclusion and belonging in rugby are intersectional, with each strand woven together to make rugby stronger for all.”

Mark Robinson, CE



“We aim to lead by example.”

NZX are committed to the importance of setting and reporting diversity policy and objectives by all listed issuers and aim to lead by example.

NZX is now seeing the rewards of a journey over recent years to build an inclusive culture, so everyone across our diverse workforce feels they belong. Each year we refresh our Diversity & Inclusion objectives to focus on further progress. Over the next 12 months NZX has committed to expand the lenses through which we recognise and value diversity - beyond gender, age, and ethnicity - to include other factors that influence diverse thinking. We have also recommitted to support youth employment, to build the financial services workforce of tomorrow.

Looking to the next 12 months, we'll create opportunities to help grow a diverse leadership pipeline and build more diversity in our decision making, capture a deeper understanding of the ethnicity of our workforce, and continue educating our people on why D&I is so important and how they can personally take leadership in this area.”

Mark Peterson, CE



“...fostering a culture where everyone has the freedom to be themselves.”

“At One NZ, we’re deeply committed to enabling a supportive and inclusive working environment and fostering a culture where everyone has the freedom to be themselves, which will in turn mean we can better support our customers. We believe New Zealand thrives when all New Zealanders thrive and reflecting the diversity of our customers within our business is important to us.”

Jason Paris, CE



“We are committed to creating careers not just jobs by giving people a range of opportunities to grow and develop.”

“I am delighted with the progress we’re making to be more inclusive as we continue to build a workplace where our people can thrive. We are putting into action different initiatives that will form the bedrock of port culture for years to come. For the first time in our history, we have appointed a Pasifika Outcomes manager, celebrated Pride Month and continue to enhance our te ao Māori journey across the organisation such as having on-site Te Reo Māori classes and whakatau for new staff. There is strength in diversity and giving people the skills and opportunities to be better at their roles will ensure the port continues to prosper. Aotearoa is a Pacific nation so increasing Māori and Pasifika leadership is a key focus for us as well as making the port a more attractive place for women to work. We are committed to creating careers not just jobs by giving people a range of opportunities to grow and develop.”

Roger Gray, CE



“Everyone, everywhere, all at once”

“Why are we pushing so hard on our DE&I journey? Because it’s ethically right and aligned with our Tikanga, and to put it bluntly, all of us together is the only way we succeed.

If the energy system is to help NZ grow its economy on the path to a net zero 2050 future, the people working in it are going to have to navigate and solve some tough problems ahead of the rest of the world. We are so far ahead of most countries in terms of our low carbon total energy system (especially our low carbon electricity system) that we are already confronting challenges that are a decade or two in the future for other countries.

We need more people than we’ve ever had before. We need them to create or locate solutions so we can support NZ to grow its economy with an affordable, reliable, resilient and low carbon energy system. We have invested in increasing the proportion of women within Senior Leadership, are committed to increasing Māori and Pacifica participation in our industry and working hard with other employers in our sector to do so.

We have an extraordinary opportunity in front of us to help NZ grow and thrive. We need everyone to contribute across the motu for everyone’s benefit. It’s that simple.”

James Kilty, CEO



“I’m proud of our journey to create a culture where everyone feels they belong and can bring their whole self to work, through our focus on inclusion, belonging, diversity and equity.”

“We continue to make progress on our initiatives to support a diverse workforce, including the introduction this year of Te Ao Tūora, our sustainability strategy, which includes our commitment to nurturing an inclusive culture that fosters a sense of belonging, learning and connection. We’ve also worked to better understand the diversity of our people, introducing a new option for people to share their sexual orientation and gender identity with us. By capturing more data, and sharpening our use of it, we can better understand how to drive sustainable change.

Throughout the year we use the 40:40:20 principle to hold ourselves to account, and I’m pleased that over 50% of our workforce is now female. Supporting our people to be their best selves has been another priority, including through our 11 employee diversity networks and our Te Māramatanga and Te Ohonga cultural competency programmes.”

Andrew Holmes, CE



“...supports and enables all of our people to thrive.”

“Russell McVeagh is committed to providing an environment that supports and enables all of our people to thrive. Last year we significantly refreshed our Diversity & Inclusion Strategy with our goals focused around three areas: gender, ethnicity, and inclusion. We continue our mahi taking tangible actions to support us making positive progress towards our goals. Delivering meaningful and sustainable change is important to everyone in our firm, our clients, and the communities we serve.”

Jo Avenell, CE

SAATCHI & SAATCHI NEW ZEALAND
(PUBLICIS GROUPE)



“...diversity and equality are absolutely fundamental to our success as a business.”

“At Saatchi & Saatchi and more broadly across the Publicis Groupe, we are fully committed to creating a more inclusive, equitable environment for all our people.

My personal belief is that in a world of creativity, diversity and equality are absolutely fundamental to our success as a business. It’s also at the core of building our understanding of all New Zealanders. More diverse teams produce greater levels of creativity, solve problems better and push the boundaries further - all critical elements to both the advancement of our business and society.”

Mark Cochrane, CE

SKY NETWORK TELEVISION LIMITED



“...creating a safe and inclusive environment.”

“At Sky we’re committed to creating a safe and inclusive environment where everyone feels comfortable to bring their whole selves to work and contribute to the best of their abilities.

Across the next 12 months, we will focus on improving the diversity intelligence of our leaders and ensuring that all our people-related processes are fair and equitable, with a deliberate focus on increasing gender and ethnic representation within our talent acquisition and development programmes.”

Sophie Moloney, CE

SKYCITY ENTERTAINMENT GROUP



“We remain steadfast in our dedication to cultivating leadership that values and utilizes SkyCity’s breadth of thought diversity.”

“Over the coming year, our primary goals continue to include enhancing the presence of women in leadership, especially within the third and fourth management tiers, and achieving a balanced gender representation across all levels of management. Our strategy involves the strengthening of our female and ethnically diverse leadership pipeline and a focused effort in our recruitment processes to spotlight strong female and ethnically diverse leaders for executive positions. We are committed to continuous scrutiny of our gender and ethnic pay scales and the implementation of comprehensive programs designed to eradicate biases and foster equality throughout our organisation.”

Micheal Ahearne, CE



“Ko te whāinga kia hāpai te ahurea ahurei o Aotearoa whānui ki te ao, kia ngita – we are determined to uplift our unique culture of wider Aotearoa New Zealand to the world and secure it.”

“Diversity, equity and inclusion is at the core of how we operate, and we are dedicated to creating a Spark that is truly reflective of Aotearoa. Our commitment to authentically weaving the “huka huka” (threads) of meaningful diversity, equity and inclusion into our people experiences is demonstrated through our Blue Heart movement, gender and ethnicity equity ambitions, and culture mahi.

Our progress has seen us exceed our 40:40:20 gender ambitions at the Board, Leadership Squad, and Senior Leadership Levels, and reduce our median gender pay gap by 6% to 22%. Additionally, we have moved our ethnicity data from 19% to 65% of our people, remaining on track to achieve 80% ethnicity insights, which enables us to build momentum in attracting, promoting and unlocking diverse talent.

As we look ahead to 2026, our boldest ambition is to uplift our Māori and Pasifika representation by 5 percentage points alongside focussed initiatives for clear pathways and progression.”

Jolie Hodson, CE



“...leveraging the diverse skillsets and experiences of all our people.”

“We remain committed to inclusion and diversity at the Treasury as pivotal to achieving our strategic intent - raising living standards for all New Zealanders. Mahi in the coming 12 months at the Treasury will focus on embedding flexible working, supporting women into first-line leadership roles and strengthening inclusive working practices. It’s about leveraging the diverse skillsets and experiences of all our people and supporting them to be their best.”

Caralee McLiesh, CE



“...commitment to diversity makes our global team stronger...”

“Diversity and inclusion is core to what we do at NZTE. We are a very dispersed organisation, based in 50 locations around the world, across 24 time zones and 40 languages. We recognise our commitment to diversity makes our global team stronger and our customers benefit from our diversity of thought and ideas. We are proud to have achieved 40:40:20 gender balance at all levels of the organisation for several years and are committed to continuing delivering this target. We have seen huge growth in the number of Māori at NZTE and uplift in the Māori capability of all our people. Flexible working is the norm, and we are embedding a Safe to Speak Up culture. We are committed to inclusive leadership and building the cultural intelligence of our people, creating stronger connections across our One Global Team. Manaaki is us.”

Peter Chrisp, CE

TRANSPower NEW ZEALAND



“...we are committed to increasing female representation.”

“At Transpower we are committed to increasing female representation in our technology and engineering occupations. We are also committed to creating an inclusive workplace culture where our leaders act and behave in a manner that is authentic and inclusive. We have established targets, and a series of initiatives to support the achievement of our diversity and inclusion objectives.”

Alison Andrew, CE

WESTPAC NEW ZEALAND



“...better futures for our customers, communities and society.”

“At Westpac New Zealand, ‘Together Greater’ is more than a purpose; it’s a commitment to creating better futures for our people, communities, and society. We know that as a large business, employer, and corporate citizen, we have the responsibility to care for our people and the communities we’ve been part of for more than 160 years.

We take pride in being the first New Zealand bank accredited as a Living Wage Employer, as well as our track record of championing women in leadership and working towards gender pay equity. In celebrating the diversity within our Westpac whānau, providing equitable access to opportunities through our High School Graduate programme, Be.Lab internships and Mentor Walks partnership, supporting our people to grow their confidence and competence around tikanga Māori and te reo Māori, and empowering our people-powered Employee Action Groups to partner with us in driving DEI progress at Westpac, we are working towards maintaining a workplace that celebrates diversity, enables equitable access and outcomes, and fosters inclusion to create better futures for our customers, communities and society.”

Catherine McGrath, CE

TOYOTA NEW ZEALAND



“...creating an environment where all our staff can be the best version of themselves.”

“Toyota New Zealand values its diverse and skilled workforce and is committed to creating and maintaining an inclusive collaborative culture.

Being part of Global Women will broaden our thinking and perspectives with diversity and inclusion best practises and provide us with opportunities to grow our organisation’s network and collaborate with other companies’ learnings. The motor industry has traditionally been male skewed, and we want to ensure that we are attracting and supporting an even gender mix across all areas of the business and providing career and leadership pathways for women. By aligning with Global Women, we can draw on their expertise and collaborate to be initiators locally, nationally, and globally in making change, transitioning to exceptional, and creating an environment where all our staff can be the best version of themselves.”

Neeraj Lala, CE



Anchored by  GLOBAL WOMEN

Champions for Change is convened
and anchored by Global Women
globalwomen.org.nz
championsforchange.org.nz