

GOOD EMPLOYER Report 2020

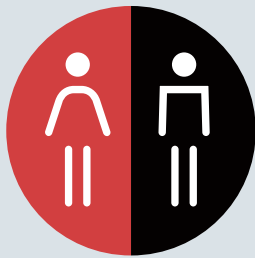
RNZ continues to be a good employer maintaining our success in providing equal opportunities, attracting women to the organisation at all levels (50% men and 50% women). Both RNZ's Board and Executive Team have increased the representation of women to 43% and 40% respectively. We continue to do well against the gender pay gap at 2.8% and have turned our attention to measuring and closing our ethnicity pay gap.

Investment has been made in the People Team to help RNZ achieve our aspiration to be New Zealand's best media employer to work for. This year the focus has been on increasing awareness of our Dignity at Work policy and changing the dialogue to a culture of inclusion.

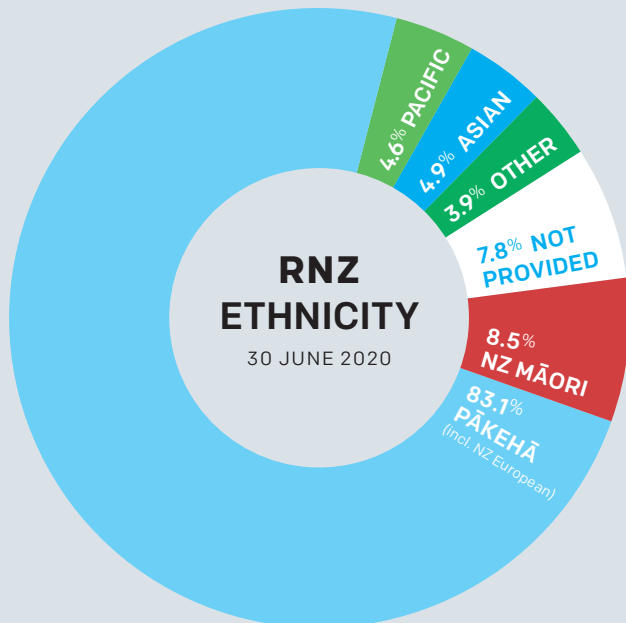
We are changing the diversity of our teams to be more representative of our audiences and Aotearoa.

RNZ's team members continue to be at the forefront of New Zealand's big reporting events, which sees us placing increasing emphasis on individual wellbeing. This year we provided increased support following the Whakaari tragedy and introduced online mindfulness resources during the extended and unprecedented COVID-19 reporting period. We have also increased our focus on health and wellbeing overall with a refresh of our policies and procedures following the lessons from COVID-19, particularly working from home and providing flexibility in how and where our people work.

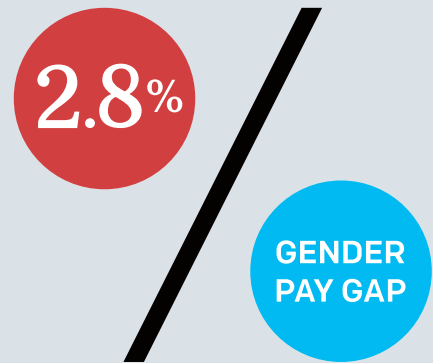
RNZ EMPLOYEES: KEY STATISTICS / 30 JUNE 2020



50% WOMEN
and **50% MEN**



NB Sums to more than 100% due to individuals identifying with more than one ethnicity.



NB Gender pay gap measurement. The measurement methodology changed between 2018/19 and 2019/20 from nominal base to total fixed remuneration. This change was made as total remuneration includes superannuation rates that may fluctuate, causing a greater gender pay gap. If we were to compare 2018/19 results using the same total fixed remuneration, it would be a comparison of 2.8%. This means there has been no movement between years.