

Good Employer Report

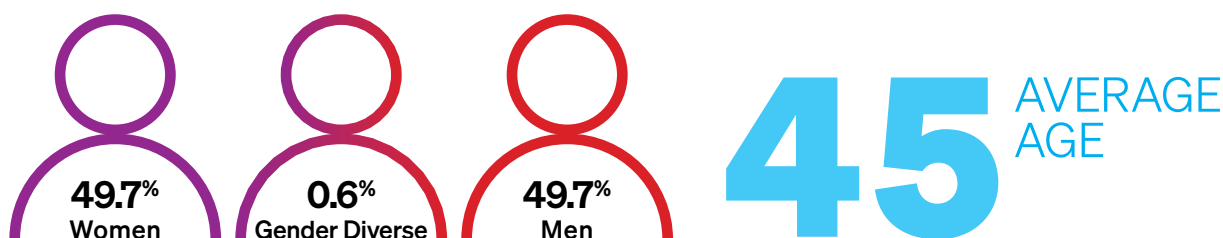
Supporting and developing our people have been our key priorities in the past 12 months. As the long tail-end of the pandemic continues, our people are feeling well supported. 91% have confidence in RNZ's response to the pandemic and 87% feel supported by RNZ. Our people are still enjoying the work they do at RNZ, with 91% proud to work here and 80% still feeling productive in their work, despite the resilience issues facing all New Zealanders. This is especially important as we continue to be at the forefront of New Zealand's big reporting events.

As well as providing increased support to our team, we have encouraged our people to put themselves first, focusing on their development and careers. We have taken time to invest in te reo and Te Tiriti o Waitangi training, resilience and wellbeing and continued leadership development. 81% of our people leaders have completed phase one of our leadership programmes, with phase two having been launched in June 2022. We have had a renewed focus on inclusion and diversity with the launch of our Belonging & Inclusion Group and the establishment of a Rainbow Network.

The representation of women at a senior level remains core to our recruitment and attraction strategies. Both the RNZ Board's composition and Executive Leadership Team positions are 50% women. RNZ has also elevated our Tumu Māori to an executive role to highlight the importance of the Rautaki Māori at RNZ.

Data gathered during the year shows that, across the whole organisation, RNZ's total fixed remuneration for women is 2.7% less than that for men at the end of June 2022. This has improved significantly since June 2021 (4.8%). Ongoing fluctuations are expected due to the small size of the organisation. The only way to close the gap, is to concentrate on increasing the number of women at senior levels, which is a key part of our ongoing people plan.

After measuring our ethnicity pay gap for the first time in June 2021, we have seen great gains and exceeded our targets. However, there is still a gap to close and this will remain a continued focus. RNZ's non-Pākehā people have a total fixed remuneration gap of 4.9% less than that in the Pākehā group, including NZ European. As with women, increasing the number of non-Pākehā at senior levels is necessary in order to close this gap.



8 YEARS Average length of service

Headcount 302

