

AgResearch is committed to the Kia Toipoto Goals and milestones and is guided by the Gender Pay Principles.

WE WILL ENSURE THAT

- Our people practices are free from the effects of unconscious bias at AgResearch.
- Focus on gender balance at all levels and ensure clear and transparent career progression opportunities.

WE WILL MEASURE

(And benchmark on)

- I feel that the organisation values and respects individuals from diverse backgrounds and cultures and creates a welcoming environment for all staff
- I have the flexibility I need in my work schedule to meet both work and personal needs
- The pay and benefits I receive are fair for the work I do
- Annual reporting of our Gender Pay Gaps
- % of women and in senior leaderships roles and boards
- Attracting and retaining Maori and Pacifica to work at AgResearch
- Closing gender, māori, pacific and ethnic pay gaps.



OUR GOALS	2021	2022	2023	2024
1 Te Pono Transparency	<ul style="list-style-type: none"> • Update systems to collect multiple ethnicities workforce data • Update workforce data • Complete gender pay gap analysis on an annual basis and communicate this progress to our people • Publish our Gender Pay Gap through Mindthegap registry 	<ul style="list-style-type: none"> • Update and collect ethnicity data • Complete gender and cultural pay gap analysis and communicating this progress to our people • Publish our Gender Pay Gap through Mindthegap registry 	<ul style="list-style-type: none"> • Update and collect ethnicity data • Complete gender and cultural pay gap analysis and communicating this progress to our people • Publish our Gender Pay Gap through Mindthegap registry 	<ul style="list-style-type: none"> • Update and collect ethnicity data • Complete gender and cultural pay gap analysis and communicating this progress to our people • Publish our Gender Pay Gap through Mindthegap registry
2 Ngā Hua Tōlele mō te Utu Equitable pay outcomes	<ul style="list-style-type: none"> • Develop a new Remuneration Framework and Policy to support the closing of gender pay gaps and create further equity. 	<ul style="list-style-type: none"> • Implement the Remuneration Framework and Policy to support the closing of gender pay gaps and create further equity. • Monitor starting salaries and salaries for the same or similar roles 		
3 Te whai konohi i ngā taumata katoa Leaderships and representation			<ul style="list-style-type: none"> • Implement targeted recruitment initiatives 	<ul style="list-style-type: none"> • Implement targeted recruitment initiatives • Revise AgResearch's Employee Value Proposition and Talent Attraction Strategy
4 Te Whakawhanaketanga i te Aramahi Effective career and leadership development		<ul style="list-style-type: none"> • Revise our Career Descriptors Framework and Promotions Processes 	<ul style="list-style-type: none"> • Implement our Career Descriptors Framework and Promotions Processes 	<ul style="list-style-type: none"> • Continuously improve our Career Descriptors Framework and Promotions Processes
5 Te whakakore i te katoa o ngā momo whakatoihara, haukume anō hoki Eliminating all forms of bias and discrimination	<ul style="list-style-type: none"> • Seek feedback through our yearly employee engagement survey and targeted ED&I questions. • Ensure our organisation is trained in cultural competency • Implement Unconscious Bias training 	<ul style="list-style-type: none"> • Seek feedback through our yearly employee engagement survey and targeted ED&I questions. • Review our policies to ensure cultural inclusivity. • Ensure our organisation is trained in cultural competency and unconscious bias 	<ul style="list-style-type: none"> • Seek feedback through our yearly employee engagement survey and targeted ED&I questions. • Review our policies to ensure cultural inclusivity. • Ensure our organisation is trained in cultural competency and unconscious bias 	<ul style="list-style-type: none"> • Seek feedback through our yearly employee engagement survey and targeted ED&I questions. • Review our policies to ensure cultural inclusivity. • Ensure our organisation is trained in cultural competency and unconscious bias
6 Te Taunoa o te Mahi Pīngore Flexible-work-by-default	<ul style="list-style-type: none"> • Flexible work by default • Option to buy an additional three weeks of annual leave 	<ul style="list-style-type: none"> • Flexible work by default • Option to buy an additional three weeks of annual leave 	<ul style="list-style-type: none"> • Flexible work by default 	<ul style="list-style-type: none"> • Flexible work by default

Our Kia Toipoto Plan reflects the Gender Pay Principles, the legislative requirements of the Public Service Act 2020, the Human Rights Act 1973 and the Equal Pay Act 1972, the Government Workforce Policy Statement 2021. AgResearch's Board and Senior Leadership Team endorse our Kia Toipoto Action Plan.

Signed: Fleur Evans
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