



association
of consulting
and engineering

ACE New Zealand

diversity &
inclusion policy

introduction



At ACE New Zealand, we value diversity and inclusion and the benefits these bring to our organisation and our sector. They accelerate innovation and embrace the unique experience, ideas, skills and perspectives of our people. They help us to attract and retain top talent and to bring out the best in everyone. They also enable us to reflect and serve our members, partners, and the diverse communities which we interact with every day. By driving better outcomes through diversity and inclusion, we believe this can amplify our positive impact on our sector and Aotearoa.

scope of policy

By diversity, we mean acknowledging, appreciating, and celebrating all the ways we are different in all its forms, both visible and not visible. It includes differences that relate to gender, age, culture, ethnicity, race, disability, family status, language, religion and sexual orientation as well as differences in background, skills, work styles, perspectives, and experience.

We know diversity is important, but it is through inclusion that we tap into the potential and power of our differences. Inclusion means all ACE New Zealand people have a sense of belonging, fairness, feel valued and respected and can play their part in creating a successful organisation and a thriving sector.

This policy applies to our Board, employees and contractors.



our key principles

Our approach to diversity and inclusion is summed up as follows:

1

we value diversity because it reflects and serves our members and ensures our people thrive

We are committed to embracing diversity because it is not only the right thing to do; it is the smart thing to do. Diversity makes us stronger, more innovative, and it directly benefits our people, our members, and our community. The diversity of our people should reflect our customers and the diverse communities we serve.

2

we are all accountable to create an inclusive culture

We are committed to an inclusive work environment, where people have a sense of belonging, feel connected and where difference is celebrated. We value collaboration, embrace authenticity, and want everyone to feel comfortable to bring their whole self to work. All of us are accountable to create a culture where individual differences are supported, respected, and valued. We look for proactive ways to embed inclusion in all aspects of the employee experience.

3

we are committed to attracting diverse talent and hiring fairly

We are always looking to hire the best person for the job and to make fair recruitment and promotion decisions. Our selection is based on objective criteria, considering relevant skills, qualifications, and experience. We want a diverse mix of applicants for roles, and we are focused on attracting and selecting our people from a diverse pool of talent. We raise awareness of the impact of unconscious bias in the hiring process and what we can do to counteract this.

4

we support flexible ways of working

Our focus is on having a work environment where every person can thrive and where we can support the unique needs of our people. We want our people to do their best work and to fulfil their career goals while having the balance to focus on the things and people they love too. That is why we are open to flexible ways of working. We know it is not just a 'nice to have' for our people, but it is good for ACE New Zealand. Successful arrangements rely on shared responsibility, trust, consideration, and courtesy from all involved.

5

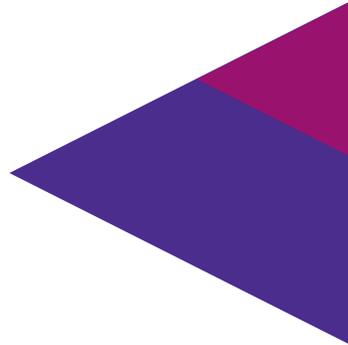
we are committed to equal pay for equal work

We are committed to equal pay for equal work and rewarding our people fairly. This means making sure our pay decisions are made free of unconscious bias. It also involves regular review to check for unjustifiable gender pay gaps and monitoring to ensure we are reflecting gender pay equity at all levels across our workforce.

6

we must champion diversity and inclusion in the community

We want to make a real difference by championing diversity and inclusion within our sector and our broader community. As a high-profile organisation, we believe we must do this. Our commitment to diversity and inclusion should be reflected in our brand, communications, and events. We also think it is vital that our Board and team are active diversity and inclusion champions in the community. We are committed to continuous improvement in our efforts to achieve greater diversity and inclusion. Initiatives include a mix of activities, including training, communications, and engaging our team.



measurable objectives

The above principles provide the framework for the Board to determine the quantifiable goals for diversity and inclusion at ACE New Zealand. The Board will approve and assess those measurable objectives each year, along with our progress in achieving them.

ACE New Zealand expresses our thanks to Xero, whose diversity and inclusion policy inspired our own.



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ace association of consulting and engineering
Level 11, 79 Boulcott Street, Wellington 6011
PO Box 10247, Wellington 6143
acenz.org.nz