

Equal employment Opportunities

Policy – Implemented October 2009

Sovereign is a member of the Equal Employment Opportunity (EEO) Trust, a non-for-profit organisation tasked with providing EEO information and tools to employers, and raising awareness of diversity issues in New Zealand workplaces.

Sovereign is committed to being the best with the best people. This commitment incorporates our positive support of employment equity principles, which are about fairness and justice. We realise the benefits of attracting and retaining high quality staff and recognise the value of the diverse backgrounds and abilities of its entire staff.

Sovereign will work actively to ensure that no discrimination takes place in selection; training and development, promotion and career paths on the grounds of race, colour, ethnic or national origin, sex, marital status, disability, religion, sexual orientation or age.

Each Manager is expected to take responsibility for ensuring that:

- Selection and recruitment is made by a visible commitment to unbiased assessment of the ability to achieve excellent performance standards and not in accordance with traditional gender, race etc, and stereotypes.
- The personal and professional development of all employees is supported and encouraged so that individuals can reach their full potential in common with Sovereign's business objectives.
- Employees are appropriately recognised and rewarded for their level of competency and achievement in terms of remuneration and promotion.
- All employees enjoy a working environment free from harassment and discrimination.

For any queries or feedback on this policy or EEO, please contact your HR Consultant.