

Catapult Software

DIVERSITY, EQUITY & INCLUSION POLICY

Application:

This policy applies to full-time and part-time employees of Catapult Software Ltd. Including those in a management or leadership role.

Commitment to Diversity:

We believe the success of our business is a direct reflection of the quality and skill of our people and we remain committed to fostering and preserving a culture of diversity, equity, and inclusion.

Our employees are the most valuable asset we have and the collective sum of our differences, experiences, knowledge, innovation, self-expression, unique capabilities and talent represent a significant part of our culture, company reputation, and achievements, seeking out and retaining the best talent to ensure top business growth and performance.

Catapult Software Ltd is an equal opportunity employer and is committed to equal employment opportunity and to compliance with the NZ Human Rights Act 1993. We understand that there are distinct groups that require protection against unlawful discrimination and harassment by any employee, including managers and co-workers. Catapult Software Ltd will not tolerate discrimination or harassment based upon any characteristic protected by the NZ Human Rights Act 2013. The company also does not retaliate or otherwise discriminate against applicants or employees who request a reasonable accommodation for reasons related to disability or religion. We are committed to tackling cultural stereotypes and unconscious bias both within and outside our organization.

All employee actions including but not limited to recruitment and selection, hiring, compensation, promotion, benefits, job assignments, transfers, terminations, professional development, company sponsored programs or events, will be taken without regard to race, colour, creed, religion, sex, sexuality, gender identity, gender expression, family status, age, language, socio-economic status, ethnicity, political affiliation, national origin or disability.

In particular;

- We believe in treating all people with respect and dignity
- We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the company regardless of their differences
- We are committed to employing the best people to do the best job possible
- We recognize the importance of reflecting the diversity of our customers and markets in our workforce

The diverse capabilities that reside within our talented workforce, in turn, position our company to increase creative and innovative problem solving, improve employee engagement, and anticipate and fulfil the needs of our diverse customers, providing high quality products and services. We believe that the wide array of perspectives that result from diversity promotes the success of the business as well as its employees.

Recruitment:

We believe that employees from many different cultural, linguistic, and national backgrounds provide us with valuable knowledge for understanding complex international markets. We are committed to recognizing candidacy for employment or advancement solely based on the relevant qualities candidates possess. All hiring and promotion decisions are made using objective standards based on qualifications and the skill set required for the specific position.

Career Development and Promotion:

Our company rewards results and excellence, and all employees are promoted on the basis of their performance. We will endeavour to mentor our leaders in managing diversity to ensure that employees are treated fairly and evaluated objectively. These areas may include, without limitation:

- Hiring Practices
- Unconscious bias
- Sex and Gender
- Encouraging positive attitudes towards differences

- Obtaining knowledge of differing practices and views
- Teaching cross-cultural skills
- Allowing awareness of one's own cultural view

It is expected that Catapult will act in good faith to employee requests for support to meet these areas including training, mentoring, literature, links to best practice etc

Employee Support:

All employees are expected to be aware of our company policy regarding diversity and share the responsibility of upholding these policies. All employees of the company are responsible for, and expected to, treat others with dignity and respect at all times. Employees are expected to conduct themselves in a manner that reflects equity and inclusion during work, at work functions, and all other company-sponsored meetings and events. This includes social media channels and other forms of communication.

Endorsement

Catapult Software is committed to this policy and its implementation and to ensuring that diversity is embraced throughout Catapult Software. Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.