



Diversity & Inclusion Policy

KATHMANDU DIVERSITY

Kathmandu’s heritage landscape of New Zealand is diverse in its terrain and weather conditions. Our customers around the world reflect the diversity we build into the design of our products and the talented people we seek out to join our team.

The collective value of our differences is essential to innovation, travel and adventure. Our respect for each other’s unique experiences, perspectives and skill sets is woven into our ethics and the fabric of our culture.

Diversity is our visible and invisible differences that shape our views, perspectives and experiences.
Inclusion is how we harness our differences to encourage an innovative, responsive and productive workplace, creating value and rewards for customers, employees, shareholders and our community.

OUR DIVERSITY PRINCIPLES

LEADERSHIP

We will continue to promote, celebrate and enrich our culture of diversity through inclusive leadership. We will be inclusive of the unique and valuable differences of our team and are committed to providing opportunities that allow all individuals to reach their full potential.

TEAM

We attract and appoint the best diverse talent from around the world.

We reward and promote our team based on assessment of individual performance, capability and potential.

PARTNERSHIPS

We select Suppliers and Partners based on expertise, performance and who demonstrate a commitment to diversity, sustainability and ethical standards.

OUR CUSTOMERS

Our customer’s needs are central to our business decisions. We believe the outdoors is for everyone.

Our actions are committed to strive to serve a broad and diverse global community.

- **CULTURAL DIVERSITY**

- Our team base and its diverse cultural representation mirrors the diverse community of our customers, suppliers and shareholders.
- We value and encourage the contributions made by each of the cultures represented by our teams to enrichen our collaborative thinking and idea generation.
- We seek out the best talent from around the world and are proud to have over 55 Nationalities as part of our team.

- **GENDER DIVERSITY**

- We are committed to maintaining our gender diversity at all levels of our company.
- We seek to recruit and promote team members and Directors from a diverse pool of qualified candidates.

- Our senior leadership appointments (including Board, Executive Team and the Wider Leadership Team) and; all employment and advancement decisions, are based on merit, competence and qualifications.
 - Employment opportunities and partnerships shall not be influenced, affected or limited by passive or explicit discrimination of any kind.
- **CROSS-GENERATION DIVERSITY**
 - We recognise the value and contribution of age diversity to the shared development of our teams and improved customer experience.
 - We are proud of our cross generation diversity which reflects our community, with team members spanning 16 years to 80 years of age.
 - We are committed to the attraction and retention of talent of diverse ages and experiences.
- **SELF DIVERSITY**
 - We believe everyone has a right to their diversity of; thought, perspective, gender identity, ability, mobility and beliefs being respected and considered.
 - We want our teams to be comfortable to bring their entire selves to work every day.
 - We believe that leaders who practice inclusion generate high performance teams and business outcomes.

OBJECTIVES, MEASURES AND ACCOUNTABILITIES

We will set measurable objectives and implement initiatives, as required, to maintain our strong diversity profile across Gender, Generation and Culture.

Performance against these objectives will be reviewed annually by the Remuneration & Nomination Committee.

Our Objectives in relation to all elements of diversity will be to;

- Continue to monitor, test and re-affirm, and as appropriate improve diversity.
- Review how all elements of diversity relate to the identification of key positions, the types of work where team member diversity may be affirmed, and any role types where team members may be at risk of disadvantage and; as necessary create appropriate initiatives to address.
- Introduce targeted initiatives as required to improve diversity factors that contribute to an inclusive workforce.
- Develop leaders, as required, in Diversity and Inclusion training.
- Continue to implement policies and practices which eliminate or minimise obstacles to diversity such as continuing to actively support flexible working arrangements and parental leave return to work initiatives.
- Provide transparency of Board processes, review and appointments.

Diversity shall be reviewed and discussed as part of Remuneration & Nomination Committee meetings, as required, or annually.

Objectives will be set, as required, on an annual basis by the Remuneration & Nomination Committee.

APPROVED: CEO

DATE: Sept 2016
