

# Diversity



## GRI DESCRIPTION

Diversity of governance bodies and employees.

## CHOW:HILL METRIC

Commentary and figures from personnel files.

## TARGET

Was met.

## COMMENTARY

To effectively meet the needs of our clients, to offer the service and design quality we aspire to, and to reflect our communities, our team comprises a diverse range of professionals.

## PERFORMANCE

35 employees are female and 35 are male. Of the 13 new staff member this year, 10 are female and three are male. The ages of our staff vary between 22 and 75.

In senior positions, two of our eight Director/Shareholders are female; our CEO and Finance Manager are female.

We have a diverse workplace environment with the country of origin for staff in our Auckland and Hamilton Studio's listed opposite.

ETHNICITY	Auckland	Hamilton	Total
Chinese	5	1	6
Croatian	2	0	2
English	0	3	3
Fijian	0	1	1
Hong Konger	2	0	2
Indian	5	0	5
Indian/Welsh	1	0	1
Malaysian	1	1	2
New Zealander	19	17	36
Scottish	1	0	1
Singaporean	2	0	2
South African	3	3	6
South African/German	0	1	1
South African/Hungarian	1	0	1
<b>Total</b>	<b>42</b>	<b>28</b>	<b>70</b>

## IMPACT

Diversity amongst our people is a benefit in that it brings perspectives, knowledge and experience from different areas, all of which feed into a more fertile pool of ideas for the work we do together and for our clients.

## TARGET 2020-2021

We support, and actively participate in, the NZIA's Diversity Agenda and other programmes that relate to promoting diversity in the workplace in relation to age, gender, ethnicity and socio-cultural background.