

## Social wellbeing

Woods is extremely proud to have been recognised as one of New Zealand and Australia's best employers in the 2018 and 2017 Aon Hewitt's Best Employer accreditation process. We're proud of our team and the culture we have built at Woods and are humbled by this accreditation. We work hard to ensure our employees enjoy working for us and focus on making sure we have a safe, fair, and inclusive workplace.

### Equal Employment Opportunity (EEO) policy

Our EEO policy is our formal guide to providing a workplace free from unlawful discrimination and works towards removing barriers for individuals to gain employment and development. Direct or indirect discrimination at Woods is completely unacceptable. We encourage our employees to request confidential assistance, if required, and all placements and promotions are based on individual merit.

Woods is a member of Employment Assistance Services (EAP Services), which offers all staff and their families confidential assistance with career planning, bullying, harassment, depression, and anxiety.

### Diversity and Inclusion policy

We are a young and ethnically diverse company and, in what many view as a male dominated industry, 20% of our engineers are women. Our directors have ultimate responsibility for this policy and set measurable objectives for achieving diversity and inclusion. These objectives are annually assessed and reviewed.

**Diversity** at Woods refers to gender, gender identity, ethnicity, disability, race, age, nationality, sexual orientation, religion, language, education, geography, family, socio-economic background, work experience, job role/function, thinking type, and personality type.

**Inclusion** at Woods refers to how we embrace and leverage our diversity.

### Flexible working

We support employee wellbeing and actively work to ensure our employees maintain a healthy work/life balance. With a few documented exceptions, consideration is given to all employee requests for flexible hours, job sharing, and working from home.

### Ergonomics

All new staff at Woods are offered an ergonomic assessment undertaken by two trained staff. If it indicates additional equipment is required, Woods will purchase this equipment for them. Some of our staff request stand-up desks, which we have purchased in a 50/50 split between Woods and the employee.

### Community and staff involvement

- Race4Life (staff help patients and families at a Hampton Downs Track event)
- Donations to Auckland City Mission, Salvation Army, Rescue Helicopter, Heart Kids, Radio Lollipop
- Pink Shirt Day (raised \$630 this year for Mental Health Foundation)
- Participation in Mental Health Awareness workshop via the Umbrella Organisation