



At Lotto, we believe that when everyone's in, everyone wins.

We're focused on building a diverse and inclusive workforce that represents our customers and the communities we serve.

We want our people to feel included and accepted for their authentic selves - to feel like they belong. Having a sense of belonging at work makes us more effective, work more enjoyable and creates a better environment for all.

To foster a sense of belonging we're intentional about building a culture where people from all backgrounds feel heard, seen, understood, and recognised for their contributions.

Our diversity and inclusion work programme focuses on three key pillars - inclusive understanding, inclusive collaboration, and inclusive practices. Our plan is aligned to the Public Sector **Kia Toipoto** and **Papa Pounamu** work programmes.





Inclusive Understanding

Our goal is for everyone at Lotto NZ to be able to talk comfortably about diversity, identity, and bias.

FOCUS AREAS FOR 2022/23	ACTION TAKEN 2022
Raise awareness, knowledge and understanding about diversity, identity, and bias.	<ul style="list-style-type: none"> • Learning initiatives rolled out covering Bullying and Harassment, Unconscious Bias, Digital Accessibility, and Te Tiriti. • Regular communications, activities, and events supporting D&I initiatives. • Launched D&I resources hub will continue to build on this in FY23.
Build inclusive leadership capabilities.	<ul style="list-style-type: none"> • 100% of formal Leadership Development Programmes incorporate focus on inclusive leadership capabilities.

Inclusive Collaboration

Our goal is to create a safe space where everyone feels valued. Enabling us all to bring our authentic selves to work and as a result deliver better outcomes for our community.

FOCUS AREAS FOR 2022/23	ACTION TAKEN 2022
Leverage diverse perspectives to help drive our D&I work programme.	<ul style="list-style-type: none"> • Established D&I employee-led network to identify, deliver, and champion D&I initiatives. • D&I feedback survey to be launched in 2022; insights will be used to inform and prioritise actions.
Promote and maintain channels for feedback and recognition.	<ul style="list-style-type: none"> • Continued promotion of anonymous feedback channels, including engagement platform and 'Speak up' Programme. • Launch of new employee recognition programme 'Good Vibes.'
Develop meaningful community partnerships.	<ul style="list-style-type: none"> • Established external partnerships to support our Te Tiriti strategy. • Continued strong community and stakeholder



	engagement to support harm minimisation programme.
Encourage and enable our people to support their own communities.	<ul style="list-style-type: none"> We continue to promote and support flexible working and provide additional leave benefits, including volunteer leave.
Build inclusive leadership capabilities.	<ul style="list-style-type: none"> 100% of formal Leadership Development Programmes incorporate focus on inclusive leadership capabilities.

Inclusive practices

Our goal is to evolve our workplace practices to mitigate unconscious bias, increase diversity and ensure equitable access to opportunities. Our focus areas align with the Public Sector's 'Kia Toipoto' milestones.

FOCUS AREAS FOR 2022/23	ACTION TAKEN 2022
Ensure we have robust metrics in place to help us better understand our workforce and identify opportunities to better support our communities	<ul style="list-style-type: none"> Reviewed diversity demographics and collection processes; implemented new and improved processes.
Ensure policies, practices and processes align and support our D&I strategy.	<ul style="list-style-type: none"> Launched employee value proposition 'Winning at Work'. This identifies diversity and inclusion, flexible working, wellbeing, and personal and professional growth as key pillars to promote and enhance.
Ensure our workplace represents the communities we support. Maintain 50% female representation in leadership roles. Increase Māori and Pasifika talent to more accurately represent our customers and community.	<ul style="list-style-type: none"> Women make up 50% of our senior leadership team and 57% of our Executive Team. We are working to maintain this. We recognise we have work to do to improve representation within our business across the diverse communities of Aotearoa - and have a focus on this in FY23.
Ensure fair pay for everyone. Maintain our gender pay variance target is <1%.	<ul style="list-style-type: none"> Closed gender pay gap variance with proactive action during FY22 remuneration reviews and when determining starting salaries. Our gender pay variance as of 1 July 2022 was 0%. Work is underway to better measure and report



	<p>ethnicity data, and recruitment statistics, recognising our low staff numbers preclude us from developing meaningful ethnic pay gap data.</p>
<p>Promotion and support of flexible working (in alignment with the Public Sector 'Flexible by Default' approach).</p>	<ul style="list-style-type: none">• We continue to offer flexible working for all our people - helping them to balance work with their personal and family lives and focusing performance conversations on outcomes and outputs.