

Gender Equity Plan

Cawthron aims to provide an inclusive and equitable working environment including meeting our duty to ensure gender equality. Broader details are included in our Equity, Diversity and Inclusion Policy.

1. Commitment and Next Steps

Publishing this updated statement underlines our ongoing commitment to ensuring gender equality. During 2026 we will undertake further consultation with stakeholders to identify areas of focus that align with the following five recommended themes for addressing gender equality issues.

- Work–life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence, including sexual harassment.

2. Dedicated Resource

Cawthron has the following resources and expertise available to support the delivery of Gender Equality:

- Chief People Officer who is part of Cawthron's Senior Leadership Team
- People and Capability Manager and two People and Capability Advisors with significant HR experience and qualifications, including training and maintenance of knowledge in the EDI space.
- Workplace Support Employee Assistance, which includes both onsite visits and check-ins with staff and provides voluntary free confidential counselling via external Registered Counsellors.

3. Data Collection and Monitoring

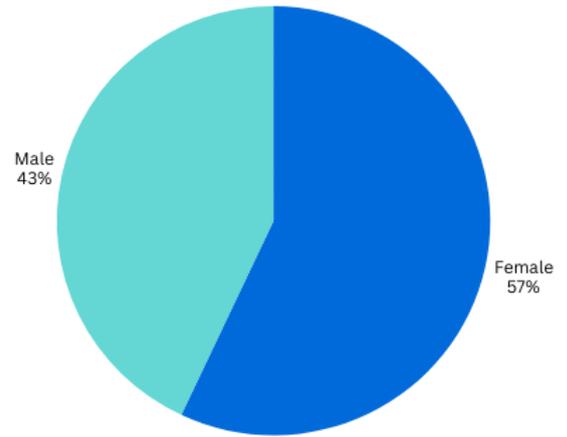
In 2025 we completed work to improve our HRIS data including recording of qualifications and ethnicity. Our 2026 data shows that we have a 57/43 ratio of female to male employees.

In addition to this, further analysis shows that a quarter of our senior leadership and management teams are female, 73% of our Technicians and 52% of our Scientists. Over 70% of our female staff have a tertiary level qualification with 25% holding a PhD. More detailed analysis is now underway to identify any gaps and action plans to address these.

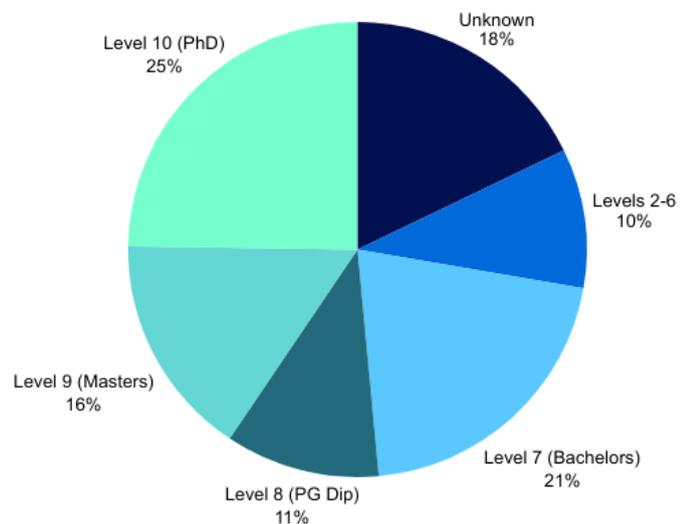
4. Training and Awareness

In 2024, our people leaders participated in dedicated courses on prevention of bullying and harassment. We also provide a wide range of resources including e-learning around equality, diversity and inclusion via our intranet. As part of our refresh of our performance review process, training during 2025 included coverage of unconscious biases.

Ratio of female to male employees at Cawthron



Qualification level of female staff



We promote awareness of Gender Equality via events and communications on International Women and Girls in Science along with supporting Women's Health Week and Frocktober (which raises awareness of Ovarian cancer). We recently encouraged our female leaders to participate in the 2026 New Zealand Women in Leadership Survey which will provide further guidance on how best to support women in the workforce.

In addition to the above, we have a number of policies with associated guidance that aim to prevent gender-based violence and harassment including our Code of Conduct, Prevention of Bullying and Harassment Policy and our Guidelines around Family Violence.

This plan was approved by Volker Kuntzsch on 27 February 2026.



Volker Kuntzsch

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