



Commitment to accessibility and neurodiversity

At Meridian, we believe that when people feel safe, supported, and able to bring their whole selves to work, they do their best work - and our organisation is stronger for it. Our commitment to diversity and inclusion is fundamental to how we do this.

Accessibility and neurodiversity are also essential parts of this commitment. With the sponsorship of our People Team and the dedication of our working group, we are renewing our focus on improving accessibility across Meridian in practical, meaningful, and sustainable ways. This work is supported by our people across the organisation and reflects our shared responsibility to create a workplace where everyone can thrive.

Focus on Accessibility

We are proud to continue our partnership with the New Zealand Disability Employers' Network (NZDEN). Through this partnership, we reaffirm to our people, contractors, shareholders, and customers that Meridian is committed to improving outcomes for New Zealanders who experience physical, sensory, learning, mental health, or other impairments. We also recognise neurodiversity as a natural and valuable part of human difference, and we are committed to better supporting neurodivergent people and those with access needs through the way our workplaces and systems are designed.

People with visible or hidden disabilities are often underrepresented or underserved in the workforce. Barriers - whether physical, digital, social, or systemic - can limit people's ability to contribute fully and reach their potential. By continuing to work alongside NZDEN, we are strengthening understanding, building empathy, and reinforcing our commitment to a workplace that brings out the best in everyone.

What Accessibility Means to Us

For us, accessibility means ensuring that our workplaces, systems, and services are usable by all. This includes ongoing improvements to physical accessibility at our offices and sites, as well as making it easier for people to access information, tools, and support in ways that work for them. We acknowledge that some areas of our generation sites may remain inaccessible to people with physical impairments, and we are transparent that there is no single "big bang" solution. Instead, our focus is on steady, practical progress - making small but meaningful changes that reduce friction, remove barriers, and make a genuine difference for our current and future workforce.

This also means designing with sensory needs in mind, supporting flexible ways of working beyond a traditional 9am-5pm model, and creating environments that better support people living with chronic illness, neurodiversity, or age-related changes.

Our Plan to Improve Accessibility

Meridian has proudly recommitted to the Accessibility Tick accreditation programme for another year. This programme provides a robust framework for identifying accessibility gaps and driving continuous improvement. Achieving and maintaining the Accessibility Tick is not an endpoint - it is a signal of accountability and an ongoing commitment to learning and progress. We will continue

to meet all relevant accessibility and disability legislation, actively work to remove discriminatory barriers, and consult with those affected when making decisions that impact accessibility.

We are not aiming for perfection overnight. What we are committed to is progress - pursued thoughtfully, honestly, and with care. By listening, learning, and continuously improving, we will keep building a more accessible, inclusive Meridian where everyone can do their best work and feel they truly belong.

More information is available on Electric Avenue under Diversity and Inclusion.



Mike Roan

Chief Executive

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