



Akaroa Dolphins Justice, Equity, Diversity, and Inclusion (JEDI) Mission Statement

Akaroa Dolphins is committed to creating a just, inclusive, and culturally respectful tourism experience that reflects Aotearoa New Zealand's bicultural foundations and supports diversity in all its forms.

We aim to foster a workplace and visitor experience where all people feel welcomed, respected, and valued, regardless of background, identity, ability, or culture. We recognise the importance of Te Ao Māori and the relationship of mana whenua with the natural environment of Akaroa Harbour, and we strive to honour this through respectful engagement and storytelling.

As a small team, we are committed to fair and inclusive employment practices, respectful communication, and creating an environment where staff and guests feel safe and supported. We also seek to contribute positively to our community by welcoming diverse visitors and supporting local partnerships.

Through these commitments, Akaroa Dolphins aims to ensure that our operations reflect the principles of justice, equity, diversity, and inclusion in both our workplace and the experiences we provide.

This statement is reviewed periodically as part of Akaroa Dolphins' commitment to continuous improvement.

0-5 year JEDI Action Plan for Akaroa Dolphins

Objective

Akaroa Dolphins demonstrates its commitment to Justice, Equity, Diversity, and Inclusion (JEDI) by implementing practical actions across hiring practices, staff development, supplier relationships, and community engagement. As a small tourism operator in Aotearoa New Zealand, the company focuses on realistic and meaningful actions that support inclusive employment, respect cultural diversity, and strengthen community relationships.

This plan ensures that actions are implemented across the following categories:

- **Foundation**
- **Within the Workplace**
- **Beyond the Workplace**

Akaroa Dolphins acknowledges the mana whenua of the Akaroa Harbour area and recognises the cultural heritage and connection of Ngāi Tahu to this environment. As a

tourism operator in this unique marine ecosystem, we aim to show respect for this relationship through culturally respectful storytelling, environmental stewardship, and engagement with the local community.

a) Pre-Year 0 ~ Implement 2 JEDI Actions

Action	Category	Description	Evidence / Implementation
Inclusive Hiring Policy	Within the Workplace	Develop and adopt a written policy ensuring recruitment and employment practices are fair and inclusive regardless of gender, ethnicity, age, disability, or background.	Policy document; job advertisement language; hiring records demonstrating inclusive practices.
Team JEDI Awareness Training	Foundation	Provide a team session (1–2 hours) introducing principles of diversity, cultural awareness, respectful workplace behaviour, and inclusive guest interactions.	Training materials, attendance record, meeting notes summarising topics discussed.

These actions establish baseline JEDI practices prior to certification.

b) Year 3 ~ Implement 3 JEDI Actions

Action	Category	Description	Evidence / Implementation
Supplier Diversity Initiative	Beyond the Workplace	Prioritise sourcing from at least one diverse supplier such as a local Māori, Pasifika, or small community-based business for merchandise, uniforms, or services.	Supplier invoices, contracts, or documentation of supplier background.
Annual Team JEDI Training	Within the Workplace	Provide annual training or discussions with staff to reinforce inclusive workplace practices and cultural awareness.	Program descriptions, emails with partners, photos, testimonials, or participation records.
Community Engagement Program	Beyond the Workplace	Partner with local schools, iwi, or community groups to provide educational marine experiences or conservation	Program descriptions, emails with partners, photos, testimonials, or participation records.

		activities related to Akaroa Harbour.	
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These actions demonstrate progression and deeper engagement with workplace inclusion and community partnerships.

c) Year 5 ~ Implement 3 JEDI Actions

Action	Category	Description	Evidence / Implementation
Expanded Community Programs	Beyond the Workplace	Increase participation in marine education or conservation experiences by involving additional schools, youth groups, or community organisations.	Program schedules, photos, feedback, letters of participation.
Internship or Mentorship Opportunity	Within the Workplace	Offer an internship, work-experience placement, or mentorship opportunity for individuals interested in tourism, marine conservation, or hospitality, with encouragement for participation from underrepresented groups.	Internship agreements, participant applications, feedback from participants.
Team Inclusivity Review and Policy Update	Foundation	Conduct a staff survey or internal review to assess inclusivity and workplace culture, and update internal policies if improvements are identified.	Survey results, meeting notes, updated policy documents.

These actions demonstrate ongoing improvement and long-term commitment to JEDI principles.

Documentation and Evidence

Akaroa Dolphins will maintain documentation for all JEDI actions to ensure transparency and audit readiness for B Lab verification. Evidence may include:

- Internal policies and staff handbook sections
- Training materials and attendance records
- Job advertisements and hiring documentation
- Supplier invoices or partnership agreements
- Community program descriptions and photos
- Staff feedback surveys and policy updates

Progress Report

Overview

The company is committed to advancing Justice, Equity, Diversity, and Inclusion (JEDI) and communicates its action plan and progress publicly at least once per year.

Year 1 ~ 2026

Inclusive Hiring Policy

A formal Inclusive Hiring Policy has been developed to ensure fair and equitable recruitment practices regardless of gender, ethnicity, age, disability, or background.

Actions taken include:

- Using inclusive language in job advertisements
- Standardising hiring processes to reduce bias
- Maintaining records to demonstrate fair hiring practices

Evidence: Policy document, job advertisements, hiring records

JEDI Awareness Training

A 1~2 hour foundational training session was delivered to staff, covering:

- Diversity and inclusion principles
- Cultural awareness
- Respectful workplace behaviour
- Inclusive guest interactions

Evidence: Training materials, attendance records, meeting notes

Public Communication

Progress on the JEDI action plan is shared publicly on an annual basis to ensure transparency and accountability.