

## Supplier Code of Conduct

### **Our expectations**

We are committed to sustainable and inclusive procurement that delivers for New Zealand and all New Zealanders. Our Supplier Code of Conduct outlines the expectations we have of the suppliers we team up with to achieve this vision.

We have the following expectations of all suppliers, including their parent, subsidiaries, affiliates and subcontractors, who provide products or services to us.

### **Ethical behaviour**

We expect our suppliers to:

- Manage their activities and affairs, and conduct themselves, with integrity in accordance with all applicable laws, regulations and ethical standards
- Not engage in any form of corruption
- Be transparent about their practices and actively engage sustainable policies and processes.

### **Labour and human rights**

We expect our suppliers to:

- Adhere to international human rights standards in their workplace and monitor and address these standards within their supply chain
- Comply with New Zealand employment standards and maintain a workplace that is free from unlawful discrimination.

### **Health, safety and security**

We expect our suppliers to:

- Comply with workplace health and safety laws and regulations and maintain healthy and safe work environments
- Comply with any security requirements we notify them of
- Adequately protect any information, assets, tools and materials we provide and return these promptly when requested.

### **Environmental sustainability**

We encourage suppliers to establish environmentally responsible business practices and proactively improve their environmental performance.

We expect our suppliers to:

- Conduct their business in accordance with applicable laws, regulations and standards regarding the mitigation of impacts on, and protection of, the environment
- Work to improve their environmental sustainability and reduce their environmental impacts.

### **Corporate social responsibility**

We encourage our suppliers to be good corporate citizens and contribute positively to their communities. Some positive things suppliers could do are:

- Pay their subcontractors promptly
- Consider including local, Māori, and Pasifika businesses to deliver the contract.