

NZEE Human Rights Policy

Respect for Human Rights

Respect for human rights is a core value of NZEE (New Zealand Ethical Employers Inc.). We work to respect and promote human rights by following the United Nations Guiding Principles on Business and Human Rights (UNGPs) in our relationships with our employees, suppliers, and customers and to help increase the enjoyment of human rights by people within the communities in which we work.

This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights including those contained within the International Bill of Rights and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

This Human Rights Policy applies to NZEE and any entities that we own, the entities in which we hold a majority interest and any workplaces or facilities that we manage. NZEE members must adopt an identical human rights policy with the only permissible change being the substitution of references to NZEE with the references to the legal name of the member and its abbreviation. We also expect our and our members' suppliers to uphold these principles and urge them to adopt and apply a similar policy within their own businesses.

To realise this policy, we use due diligence to find and prevent or mitigate adverse human rights impacts on people in our business and supply chain. If we find adverse human rights impacts caused, or contributed to, by our own business activities, we are committed to remedy them. Where such negative impacts arise through our business relationships we will support, or cooperate in, their remediation. This Human Rights Policy is overseen by Board of Directors of NZEE and by our Chief Executive Officer.

The following are key focus areas for our human rights work. They are reviewed annually and maybe altered to address changing work areas.

Community and Stakeholder Engagement

We recognize that we are part of the communities in which we work. We engage with communities on human rights matters that are important to them. We also engage with people in those communities, including Māori, as mana whenua, as well as vulnerable and disadvantaged groups. Our aim is to ensure through dialogue that we are listening to, learning from, and considering their views as we conduct our business. We believe that local issues are most appropriately addressed at the local level.

Where appropriate, we engage with a wide range of civil society and stakeholders on human rights issues related to our business. This includes issues in NZEE across our supply chain, through which we look to promote respect for human rights.

Diversity and Inclusion

We work to create an inclusive work environment for our people. Everyone is unique and we are committed to equal opportunity for all and are intolerant of any discrimination and harassment. We work to support workplaces that are inclusive of all who work there and are therefore free from

discrimination or harassment based on race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at NZEE and in NZEE members is qualifications, performance, skills and experience. We expect people to treat themselves and others with respect and inclusiveness. We do not therefore tolerate disrespectful or inappropriate behaviour in our engagements with each other, our customers, and suppliers. Harassment or retaliation is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a trade union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to setting up a constructive dialogue with their freely chosen representatives.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and follow applicable safety and health laws and regulations, as well as internal requirements. We work to provide and support a safe, healthy, and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security

We are committed to supporting a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are supported with respect for employee privacy and dignity.

Forced Labour and Human Trafficking

Forced labour is all work or service which is extracted from any person under the menace of any penalty for its non-performance and for which the worker does not offer him-or herself voluntarily. We therefore prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking and expect the same of our members and suppliers.

Child Labour

We are committed to ensuring all employees are of the local minimum employment age, mandatory school age or aged 16 years, whatever is the higher. Employment of any school aged students (under the age of 16) must be outside of school hours only and not between 10pm and 6am. Accurate wage and time records must be kept for young employees. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is needed

Work Hours, Wages and Benefits

We compensate employees competitively compared to the industry and local labour market and following terms of any applicable Collective Bargaining Agreements. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws and thus ensure an adequate standard of living for our employees and their families. Our compensation systems are linked to company and individual performance.

We encourage our employees to fully use their potential by offering training, education, and personal development opportunities. Access to qualification and training measures is based on the principle of equal opportunities for all employees. We promote based on competences, skills, performance record as well as team fit and see the engagement of our employees as a critical success factor.

We follow all applicable laws and agreements on working time and paid leave. We respect the right to rest and leisure, including vacation with pay and the right to family life. Where possible we will aim to offer more flexible work patterns to enable our employees to balance company with personal demands manifested in our Group's work life balance statement.

Land Rights and Water Resources

We recognize the significant implications of respect for human rights that land use and water use across our value chain may have, which we address through specific policy and action.

We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation. We pursue a rights-based approach to water that mitigates risk by assessing local water risks, consulting, and partnering with growers, governments, communities and other stakeholders to develop water stress solutions where and when needed, and implementing source water protection plans in our operations consistent with the foregoing.

Health, Safety & Environment

We strive to ensure uniformly high health protection, safety, and environmental protection at our sites. Regulations are consistently applied to stop the occurrence of accidents and incidents.

Data Protection and Security

We are committed to fair play and transparency in the field of protecting our employees' privacy rights. We follow all applicable local laws on data protection and data security standards for the processing of personal data.

We comprehensively advise and support the employees in the assertion of their rights. To this end the employees may also contact the data protection officer of NZEE. Employees are not disadvantaged because they have availed themselves of their rights.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. NZEE is committed to follow applicable workplace safety, labour and employment laws wherever we work. NZEE also strives to ensure employees are aware of the Human Rights Policy through training and an annual certification process.

Any employee who believes a conflict arises between the language of the policy and the laws, customs, and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with by following NZEE's grievance policies.

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. By following NZEE policies on grievances NZEE investigate, address, and respond to the concerns of employees or third parties and will take corrective action in response to any violation.

The Human Rights Policy is aligned with the NZEE Workplace and Supplier Standards.

Public Reporting

We report in our annual report on our human rights-related commitments, efforts, and statements, consistent with this Human Rights Policy.