

Meridian Energy Limited - Supplier Code of Conduct



At Meridian, sustainability is at the heart of what we do, which is why we are committed to working with suppliers which share our vision of clean energy for a fairer and healthier world. Moreover, we recognise that who we work with and how they go about their business, treat their staff, and manage their supply chain – is our business.

This Supplier Code of Conduct (“Code”) provides our expectations of suppliers, in the areas of ethical business, social responsibilities, health, safety, wellbeing, and environment.

Ethical business

We expect our suppliers to:

- Behave with integrity.
- Comply with all applicable laws, regulations, and ethical standards, of New Zealand and the countries in which they operate (including but not limited to compliance with competition, fair trading, ‘insider trading’, conflict of interest, intellectual property rights, antiterrorism, anti-corruption, and anti-bribery legislation).
- Maintain transparency about their practices and impacts.
- Provide appropriate documentation to substantiate their environmental and social performance as may be required on a case by case basis.

Social responsibilities

We expect our suppliers to:

- Comply with all local employment legislation.
- Engage staff under fair employment conditions, and to pay employees at industry-competitive remuneration rates.
- Uphold international labour standards (including but not limited to human rights, discrimination, equal opportunities and

child labour standards) with respect to all employees, agents, and sub-contractors.

- Respect employee freedom, regarding association and negotiation.
- Demonstrate awareness of their local social impact and actively engage with local communities.

Health, safety, and wellbeing

We expect our suppliers to:

- Comply with local and national health and safety legislation, and ensure the wellbeing of their employees.
- Have policies and procedures in place which ensure ‘everybody goes home safe and well’ in both a physical and mental sense.
- Set and monitor organisation-wide health and safety targets and reporting on them on an ongoing basis.
- Promote the broader benefits of wellbeing to employees.
- Ensure the safety of the public when accessing our sites, and of our customers when accessing their home and property.
- Have in place a drug and alcohol policy.

Environment

We expect our suppliers to:

- Comply with national and international environmental policy and legislation.
- Report on the carbon emissions associated with the supply of their good or service, or provide sufficient activity data to enable

Meridian to calculate the same.

- Actively attempt to reduce environmental impact over time, in both internal operations and across supply chains.
- Likewise, Meridian encourages its suppliers to participate in national conversations on issues relating to their key environmental impacts.

Raising a concern

Meridian is committed to fostering a working environment where we provide a whistleblower option so our suppliers and subcontractors can freely raise a concern in an accessible and confidential manner by contacting the General Manager of the business unit engaging the supplier or procurement@meridianenergy.co.nz.

Meridian Requirements

It is our intent to work collaboratively with suppliers to help them develop their capability to meet the expectations set out in this Code.

Appropriate documentation which supports a supplier’s conformity with this Code should be available upon request. In the case of any potential infringement, the supplier must notify us promptly.

Suppliers who cannot demonstrate progress towards conformity with this Code will be viewed less favourably in future contract negotiations.