

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 who share our purpose of clean energy for a fairer and healthier world. 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.
- At a minimum, 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, human rights, anti-terrorism, anti-corruption, and anti-bribery legislation).
- Maintain transparency about their ethical practices and impacts.
- Provide appropriate evidence to substantiate their environmental and social performance.
- Not source goods or services that contravene UN sanctions.

Social responsibilities

We expect our suppliers to:

- Uphold international labour standards in accordance with the UN Guiding Principles on Business and Human Rights (including but not limited to human rights, discrimination, equal opportunities, working hours, and child labour standards) with respect to all employees, agents, and sub-contractors.
- Ensure employment is freely chosen, and that employees have freedom of association and negotiation.
- At a minimum, comply with all applicable local employment legislation and ensure work performed is on the basis of a recognised employment relationship established through national law and practice.

- Engage staff under fair employment conditions and ensure there is no harsh or inhumane treatment of staff.
- Demonstrate non-discrimination against people with disabilities and accommodate accessibility needs in the workplace.
- Pay employees at industry-competitive remuneration rates and at a minimum living wage.
- Demonstrate awareness of their local social impact and actively engage with local communities.

Health, safety, and wellbeing

We expect our suppliers to:

- Have a culture of empowerment and trust, where frontline workers are supported to manage risk in an ever-changing work environment.
- Work with us to collectively improve health, safety and wellbeing for all, through a culture of learning and improving, and where communication is open and two-way.
- Have systems in place which support ‘everybody goes home safe and well’ – physically and mentally, and has a return-to-work policy that supports workers who have acquired a physical or mental impairment.
- Understand the risks they manage and how effective their controls and systems are in managing risks.
- At a minimum, comply with all applicable health and safety laws and regulations, and maintain healthy and safe work environments.

Environment

We expect our suppliers at a minimum to:

- Comply with all applicable national and international environmental legislation, regulations and policies.

- Report on the carbon emissions associated with the supply of their goods or service utilising Meridian’s carbon tools and templates or provide sufficient activity data to enable Meridian to calculate the same.
- Support Meridian’s carbon target to halve operational emissions by 2030 by aligning with our values and by actively attempting to reduce our environmental impact over time for 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

- If you have any concerns that you or another Meridian supplier or Meridian itself is acting inconsistently with this Supplier Code of Conduct you should raise them with your contact at Meridian or by contacting procurement@meridianenergy.co.nz.

Meridian requirements

We intend 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 on request. Where any part of this Code has not been met, the supplier must notify us promptly.

Suppliers who cannot demonstrate progress towards meeting these expectations will be viewed less favourably in future contract negotiations.



Meridian.

The Power to
Make a Difference.