

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 who share our purpose of clean energy for a fairer and healthier world. It is important to us that our suppliers act ethically and responsibly in how they go about their business, treat their staff, and manage their supply chains.

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

Supply chain transparency and traceability

Meridian is committed to transparency and traceability in our supply chain. We expect our suppliers to support us by sharing information on the goods and services they supply to Meridian when requested, including – but not limited to – the origin of a product and its components, and details of any sub-contracted goods and services.

Ethical business

We expect our suppliers to:

- Behave with integrity and honesty.
- 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 health and safety, consumer, competition, fair trading, ‘insider trading’, conflict of interest, intellectual property rights, human rights, employment, anti-terrorism, anti-corruption, and antibribery legislation).

- Align themselves to the Ten Principles of the United Nations Global Compact.
- Avoid engagement with high-risk industries such as nuclear arms.
- Critically evaluate any commercial arrangement that involves high risk goods such as weapons or tobacco, the import or export of controlled items on the New Zealand Strategic Goods List or involves any party on the **United Nations Sanctions List**.
- Ensure genuine consideration of the stakeholders impacted by their business decisions, including staff, customers, indigenous and other communities.
- Provide appropriate mechanisms to ensure impacts, risks and concerns can be reported by staff, communities and those in a supplier’s supply chain without fear of retribution.

Social responsibilities

We expect our suppliers to:

- At a minimum, comply with all applicable local employment legislation and ensure work performed by employees is on the basis of a recognised employment relationship established through national law and practice.
- Respect all internationally recognised human rights as detailed in the **International Bill of Human Rights** and the principles concerning fundamental rights set out in the **International Labour Organization’s Declaration on Fundamental Principles and Rights at Work**. This includes – but is not limited to – no discrimination or harassment, freedom of association and the right to collective bargaining, equal opportunities, equal remuneration, fair working hours, and child labour standards.
- Conduct due diligence to mitigate any risk of being complicit in human rights abuses, in particular all forms of modern slavery. This includes – but is not limited to – forced labour, child labour, debt bondage, forced marriage, slavery and slavery-like practices, and human trafficking.



Meridian.

- Value diversity and inclusion. This includes:
 - Demonstrating respect for cultural diversity.
 - Ensuring inclusivity in employment practices regardless of ethnicity, gender, age, sexual orientation, disability, or other factors.
 - Engaging respectfully and collaboratively with indigenous communities, where applicable.
 - Creating an accessible and inclusive environment for all employees, customers, and stakeholders, including accommodations for people with disabilities and other special needs.
- Pay employees at competitive remuneration rates which meet or exceed a living wage.
- Demonstrate and provide appropriate evidence to substantiate social performance.

Health, safety, and wellbeing

We expect our suppliers to:

- At a minimum, comply with all applicable health and safety laws and regulations, and maintain healthy and safe work environments.
- 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.
- Have 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.

Environment

We expect our suppliers to:

- At a minimum, comply with all applicable environmental legislation, regulations, and policies.
- Actively measure and reduce their scope 1, 2 and 3 greenhouse gas emissions and set science-aligned reduction targets in accordance with the Paris Agreement.
- Report on the greenhouse gas emissions associated with the supply of their goods or services to Meridian utilising Meridian’s carbon tools and templates or by providing sufficient activity data to enable Meridian to calculate the same.
- Minimise embodied emissions from the construction of renewable generation assets.
- Demonstrate the following commitments in their operations:
 - Use low emission sources of energy where available and feasible.
 - Optimise responsible and efficient use of energy, materials, and resources, as much as is practicably possible.
 - Reduce waste by applying circular economy practices and optimising reuse or recycling of materials.
 - Reduce pollution and releases to air, water and soil.
 - Reduce hazardous waste production and where it has occurred, ensure its safe and responsible treatment.
 - Maintain biodiversity by minimising impact through the application of the mitigation hierarchy (avoid, minimise, restore, and offset).
 - Ensure no net deforestation.

Cyber security

Meridian recognises that our suppliers play a pivotal role in our cyber security. As a supplier of services to Meridian you must comply with good industry practice and any security policies and requirements required by Meridian in our contract with you.

At a minimum, suppliers are required to:

- Continually evaluate and update their cyber risk profile.
- Establish formal governance processes to safeguard both our and their digital environments from cyber threats.
- Implement multi-layered security controls to ensure that bypassing a single protective measure does not lead to a data breach, security breach or incident that may impact Meridian.
- Utilise up-to-date technologies, processes, and procedures to combat both current and evolving cyber threats.
- Ensure their workforce receives comprehensive cyber security training tailored to their specific roles and responsibilities.
- Notify us immediately if they identify any security vulnerabilities, potential weaknesses, or incidents that might affect Meridian or the quality of their services to us.
- After any security incident, rigorously review and refine their cyber security strategies and practices to enhance resilience and prevent future occurrences.

Raising a concern

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

Expectations of our suppliers:

- We expect our suppliers to meet, or work towards meeting, this Code.
- We recognise that we have a broad range of suppliers in terms of size, capability, capacity, and maturity. We also recognise that aspects of the Code may not be relevant to all our suppliers, depending on their products and services, or the sector in which they operate.
- Where any part of this Code is not able to be met, the supplier must notify us promptly.
- Appropriate documentation which supports a supplier’s conformity with this Code should be available on request.
- We expect suppliers to work collaboratively with Meridian to address any corrective action and/or build the capability to meet the expectations outlined in this code.
- Suppliers who can meet the expectations set out by this Code will be viewed favourably. Suppliers who – given reasonable time and support – do not meet our expectations, may not be considered for future contracts.
- We expect our suppliers to complete due diligence on their own suppliers, consistent with expectations outlined in this Code.
- Please address any questions regarding the interpretation of this Code to procurement@meridianenergy.co.nz