

Meridian's Employee Labour Practices Commitments and Associated Programmes

Meridian is committed to providing a workplace where employee labour rights are respected and protected.

Our employment-related policies and Code of Conduct outline the provisions applicable to Meridian employees, and these are supplemented by other provisions and processes that exist in various internal guidelines, documents and contracts.

The table below outlines Meridian's supplementary **Employee Labour Practices Commitments and Programmes** that are not contained within a certain 'policy' but are still applicable to Meridian employees. *Please note: Meridian does not require that the following provisions apply to contractors, suppliers or partners.*

Meridian Energy is committed to:

Commitments		Programmes	
1. Paying a living wage	Meridian pays all employees at least the New Zealand living wage - as per our Remuneration Policy https://www.meridianenergy.co.nz/public/Investors/Governance/Policies/Remuneration-Policy.pdf	1. Ensure adequate wages at or above cost of living estimates or benchmarks	In accordance with Meridian's Remuneration Policy Meridian pays all employees at least the New Zealand living wage - as per our Remuneration Policy. A programme to ensure compliance with this is ongoing, and is audited throughout the year.
2. Avoiding or reducing overtime or excessive working hours	Full-time employees are expected to work, and are paid for, 40 hours per week. For salaried employees, the available flexibility and remuneration recognises the need to work additional, but not excessive hours, from time to time. Waged employees are paid for approved overtime. Meridian's Fatigue Management Guidelines include that - No more than 72 hours should be worked in a 7-day period - There should be two consecutive days in a 14-days period, where no work is required to be undertaken - Total hours worked must be restricted to no more than 14 hours per shift	2. Monitor working hours including overtime management	Meridian managers are required to monitor the safe work practices of employees, which includes the avoidance of excessive work hours.
3. Setting maximum working hours		3. Ensure employees are paid for overtime work	The self time-filing process for waged employees ensures that any approved overtime for waged employees is paid for. Data from this allows Meridian to ascertain that employees are not undertaking excessive overtime work.

4. Equal remuneration for men and women	Meridian's Remuneration Policy https://www.meridianenergy.co.nz/public/Investors/Governance/Policies/Remuneration-Policy.pdf includes that 'Meridian strives to achieve gender pay parity and will ensure that there is equitable remuneration for employees undertaking the same role with the same level of experience and competence, regardless of gender identity' Meridian's Belonging Policy https://www.meridianenergy.co.nz/public/Investors/Governance/Policies/2023/Belonging-Policy-Diversity-Equity-and-Inclusion.pdf includes that one of our initiatives is 'Achieving gender pay equity'	4. Routinely monitor the gender pay gap to achieve equal remuneration for men and women	Meridian has a programme to analyse and manage compliance with its Remuneration Policy and Remuneration Framework, and Belonging Policy, throughout the year. Meridian reports to the Board on gender pay and other key gender-related indicators, and publicly discloses gender pay gap information in the Annual report and on the Meridian website.
5. Paying workers for annual leave	Meridian complies with the provisions of the Holidays Act, https://legislation.govt.nz/act/public/2003/0129/latest/dlm236387.html within which all qualifying employees are entitled to take, and be paid for, 4 weeks annual leave per year. Meridian also provides employees with holiday leave in excess of legislative requirements - 3 days paid 'company leave', for the working days between Christmas and New Year's Day.	5. Ensure employees are taking their paid annual leave entitlements	All Meridian people managers are required to ensure employees take their paid annual leave entitlements. A programme of Finance-generated regular reporting to managers of leave liability, and periodic auditing, maintains a focus on this.
6. Setting minimum consultation or notice periods before mass terminations.	The consultation period, prior to proposed redundancies, is generally at least a week. The minimum notice period for permanent employees under Meridian individual employment agreements is 1 month.	6. Provide training or reskilling to mitigate negative effects of industrial or climate transition changes	In the event of proposed redundancies and restructuring, Meridian always attempts to retrain or redeploy impacted staff where possible and mutually-agreed. Where employees terminate employment under redundancy provisions, a suitable outplacement programme or support is offered, as part of our redundancy provisions.
		7. Regularly engage with workers' representatives on working conditions	All Meridian employees are employed on an individual employment agreement . As such, Meridian managers engage directly with employees on the terms of their employment. If a Meridian employee preferred to engage an authorised representative, we would engage with that representative.
		8. Expand social protection coverage for workers beyond public programs	Meridian has expanded social protection beyond public programmes by: - In addition to legislated sick leave and public health care requirements, providing 'reasonable as required' wellbeing leave, to supplement and incorporating sick leave as required under legislation, but available for employee's to take for a much broader range of wellness situations. - Providing parental provisions in excess of legislative requirements – for eligible employees - topping up government parental payments to full salary, providing additional Partner's Leave, and providing a financial contribution toward childcare costs. Refer https://www.parentalleave.co.nz/employers?recordId=receT44zGnAoTGUqq

			• Matching employee KiwiSaver contributions of up to 4% (which is in excess of the legislated minimum,). • Providing free employee healthcare insurance, and free employee life, income protection and critical illness insurance, for eligible employees. • Meridian's Wellness programmes which provide free access to support for mental and physical health, and an Employee Assistance Programme. • Preferential employee rates for energy supply.
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