

RESPONSIBLE SOURCING POLICY

Introduction

At NZME we recognise the importance of having ethical and sustainable procurement practices that support our business and our Sustainability Commitment. We value the relationships we have with our suppliers – they are very important to our business and allow us to deliver for our people, our customers and our audiences. We are committed to working closely with our suppliers and doing business at NZME in a way that improves the lives of people across our supply chain, their communities, and the environment.

Scope

This Responsible Sourcing Policy sets out the minimum standards that all suppliers, direct or indirect (e.g., suppliers to our suppliers) and approved sub-contractors, are expected to comply with to do business with us.

Business ethical standards

We have a Code of Conduct and Ethics ([NZME - Code of Conduct & Ethics](#)) which applies to all our Directors, employees, consultants, independent contractors and all other people who represent NZME. We want to extend our Code of Conduct and Ethics throughout our supply chain and to this end, we expect that our suppliers comply with the ethical standards below:

- Compliance with laws: suppliers must maintain awareness and comply with all applicable laws of the countries of their operation.
- Unacceptable payments: suppliers must not engage in any form of bribery, kickbacks, money laundering, inducements, or other illegal payments.

Human rights and labour standards

All suppliers are expected to meet the following standards, as a minimum, with respect to their operations as a whole:

- Comply with applicable legal requirements on working hours, including minimum wage, overtime, and maximum hours.
- Comply with the employment standards in their country of operation and maintain a workplace that is free from unlawful discrimination.
- Adhere to international human rights standards in their workplace and monitor and address these standards within their supply chain – for example employment practices, human rights, discrimination, harassment, equal opportunities, anti-slavery laws and global labour standards.

Health and safety, and security standards

We expect our suppliers to:

- Ensure that all employees, agents, and sub-contractors comply with applicable regulatory and statutory requirements in relation to workforce and health and safety policies.
- Provide policies and procedures for health and safety which meet applicable legal requirements and commit to continuous improvement of occupational health and safety.
- Ensure sufficient training and protection for employees to provide a safe and secure workplace.

Environment standards

We expect our suppliers to conduct their business in an environmentally responsible manner and minimise their impact on the environment. We expect our suppliers to:

- Comply with all applicable laws, regulations, and standards of the country where they are doing business.
- Conduct their business and operations in a way that minimises and continues to improve their impact on the environment.
- Support projects and initiatives that contribute positively to improving the environment.

Compliance

It is our expectation that all suppliers to NZME, direct or indirect (e.g., suppliers to our suppliers) and approved sub-contractors comply with the minimum standards within this Policy.

All suppliers are expected to promptly notify us if they become aware of any potential risk of non-compliance to the standards set out in this Policy.

Adopted April 2023