

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 vision 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.
- 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:

- Uphold international labour standards (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.
- Comply with all 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 that no harsh or inhumane treatment is allowed.
- Pay employees at industry-competitive remuneration rates.
- 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, where communication is open and two-way.
- Have systems in place which supports ‘everybody goes home safe and well’ in both a physical and mental sense.
- Understand the risks they manage and how effective their controls and systems are in managing risks.
- Comply with local and national health and safety legislation, and ensure the wellbeing of their people.

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 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 actively attempting 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

- 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

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

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



Meridian.

The Power to
Make a Difference.