



Supplier Code of Conduct

© Vector Limited 2021

The information contained in this document is proprietary to Vector Limited. It may not be used, reproduced, or disclosed to others except employees of the recipient of this document who have the need to know for the purposes of this assignment. Prior to such disclosure, the recipient of this document must obtain the agreement of such employees or other parties to receive and use such information as proprietary and confidential and subject to non-disclosure on the same conditions as set out above.

The recipient by retaining and using this document agrees to the above restrictions and shall protect the document and information contained in it from loss, theft and misuse.



Sustainability is fundamental to our vision of creating a new energy future. As part of this vision, Vector is dedicated to working with suppliers who share our commitment to internationally-recognised standards and codes of practice and who are aligned to our sustainability commitments.

1. Making progress together

Being 'sustainable' doesn't happen overnight. Vector is always working to improve our sustainability performance and we understand that our suppliers are at different stages in their own programmes. We recognise that you, our supplier, are key to helping us achieve our vision and sustainability goals

Vector strives for, and we encourage best practice, innovation and continuous improvement in sustainability i.e.:

- Socially responsible practices, including health and safety that protect all employees / workers, the public and visitors in the work environment and ensures community inclusion.
- Environmentally responsible practices that eliminate or mitigate impacts and ultimately deliver positive environmental outcomes.
- Ethical business practices that respect the rights of employees / workers, customers, communities and other stakeholders.

This Supplier Code of Conduct applies to anyone who provides products and services to Vector and outlines Vector's minimum expectations for sustainability. In addition to complying with all relevant local and national laws, it is up to you as our supplier to meet the expectations of this Supplier Code of Conduct and communicate these to your employees.

2. Social responsibility

Labour / workplace management

Vector supports the protection of human rights and is guided by principles such as those in the UN Global Compact, the United Nations Universal Declaration of Human Rights, UN Convention on the Rights of the Child and the International Labour Organisation (ILO) Core Conventions. Vector encourages our suppliers to embrace international standards relating to human rights.

Our suppliers are expected to:

- Respect the labour and human rights of their employees.
- Consider groups that are more vulnerable and have adequate measures in place to ensure the rights of these groups are upheld.
- Support the development of a diverse and inclusive workplace.
- Demonstrate a commitment to preventing workplace bullying.
- Provide a workplace that is accessible for people with disabilities.

- Support gender equity in employment practices.
- Avoid discrimination in all its forms (including discrimination based on: race, colour, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status).
- Not use child, forced or compulsory labour in any form (also known as modern slavery) and uphold its elimination. Suppliers may be asked to provide information on exposure to risks of modern slavery in their supply chain.
- Be committed to the provision of training and / or development of your employees.
- Vector is an accredited Living Wage employer and expects its suppliers to be on a journey to the same, with an intention now or in the future to provide a proper and competitive wage which meets the basic needs of employees, provides them with discretionary income, and is equal to or above local living wage standards.
- Provide working conditions that consider the risks to, and needs of, its employees.
- Provide a grievance mechanism for employees.
- Uphold the freedom of movement and association and the effective recognition of the right to collective bargaining. Where these rights are restricted by law, suppliers will not hinder the development of alternative means of independent and free association and bargaining.

Health and safety

Our suppliers are expected to:

- Ensure compliance with all relevant regulatory and statutory health and safety requirements.
- Integrate sound health and safety management policies, practices and management systems into their businesses. These will be designed to promote the general mental and physical health and safety of employees / workers, reduce work-related injuries and illness, and ensure the safety and quality of all products and services as specified in the supply agreement.
- Provide safe and clean conditions for all employees / workers on site and adequate safeguards against harm.

Community engagement

Our suppliers are expected to:

- Understand how they impact their stakeholders and the communities in which they operate.
- Conduct two-way communication with stakeholders, in a pro-active, early stage and transparent manner, to ensure effective communication of information about environmental risks and uncertainties in the community, such as potential damage to fresh water systems.
- Conduct business in a way that builds social engagement and progress and community development, and enables responsible management of enquiries and complaints.
- Be committed to being a trusted and valued member of the community.

3. Environmental responsibility

Our suppliers are expected to:

- Conduct their operations in a way that respects and protects the natural environment and be committed to continual and progressive improvement in environmental performance.
- Demonstrate their commitment through an environmental or sustainability policy, action plan or management system.
- Measure, report and reduce your greenhouse gas emissions, including embodied emissions of your products.
Note: Vector is a signatory to the Climate Leaders Coalition which includes a commitment to working with our suppliers to reduce their greenhouse gas emissions.
- Incorporate greenhouse gas emission reductions and end-of-life management in product design.
- Offer Vector technologies with low embodied and/or operational greenhouse gas emissions.
- Avoid or commit to the management and reduction of hazardous substances or materials.
- On request, provide take-back and end-of-life recycling solutions for the products provided.
- Support a precautionary approach to environmental challenges based on Principle 15 of the 1992 Rio Declaration.

4. Ethical business

Corporate governance and ethics

Our suppliers are expected to:

- Adhere to high standards of moral and ethical conduct and refrain from engaging in any form of corrupt practices, including anti-competitive activity.
- Handle business dealings with integrity, transparency and honesty.
- Work against corruption in all its forms, including extortion and bribery.
- Ensure there is clear governance and responsibility for sustainability performance.

Supply chain management

All suppliers are expected to adopt these Supplier Code of Conduct requirements in dealing with their own key suppliers.

5. Working together

Collaboration

We invite our suppliers to meet with us to explore opportunities for innovation within our respective value chains. We ask you to push us to find better solutions that deliver more environmental, social and economic benefits. If you're willing to lead on sustainability with Vector, please get in touch: sustainability@vector.co.nz.

Compliance

Vector recognise the expectations outlined in this document represent a step change in approach to sustainability. Consequently, Vector acknowledge it may take time and effort for a supplier to meet these expectations. In the meantime, we encourage suppliers to take all reasonable steps to comply, and for those suppliers who do not comply with any aspect of this Supplier Code of Conduct, to engage with your Vector Relationship Manager to share your plans to reach compliance. Ultimately, if a supplier fails to comply with this Supplier Code of Conduct without a satisfactory resolution plan, we may cease trading with that supplier or choose not to select that supplier in the future.

Help, advice and raising concerns

Please see our website for resources that can help you meet our expectations as a Vector supplier. If you are ever in doubt about how to do the right thing, have any questions or concerns, or have ideas about how Vector could do better, please talk to your Vector Relationship Manager.

Review: This Vector Supplier Code of Conduct was published on 17 June 2021 and will be reviewed annually or more frequently if required.