

Supplier Code of Conduct

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.



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 focused on improving 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 encourages good industry practice, innovation and continuous improvement in sustainability i.e.:

- Socially responsible practices, including health and safety that protect and provides for safety of all employees / workers, the public and visitors in the work environment and ensures community inclusion in those practices.
- 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.

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 protected and upheld.
- Support the development of a diverse and inclusive workplace.
- Commit to a workplace free of harassment and workplace bullying. Suppliers may not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, or verbal abuse.
- Ensure that working hours, voluntary overtime work and the granting of leave of any form, comply with all applicable local laws.
- 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 and from time to time, as it considers reasonably necessary, Vector may share this and other details with its advisors and contractors.
- 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, monitor and control 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 safety and 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 produced by the supplier.
- Provide safe and clean conditions for all employees / workers on site and adequate safeguards against harm.
- Consult, cooperate and coordinate activities with Vector where the supplier and Vector have overlapping duties under the Health and Safety at Work Act 2015.
- Plan and resource the work to be completed as appropriate to enable the work to be carried out safely.
- Utilise an agreed approach (as between the supplier and Vector) to notify workers, contractors, Vector, and, as applicable, the regulator of any identified or manifested safety issues.
- Adopt the agreed procedures (as between the supplier and Vector) for the management of health and safety incidents.
- Learn from identified safety issues or health and safety incidents and improve systems, and processes, practices and culture.

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 posed by the supplier's business,
- 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 your operations in a way that respects and protects the natural environment and be committed to continual and progressive improvement in environmental performance.
- Demonstrate your 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.
- Incorporate greenhouse gas emission reductions and end-of-life management in product design.
- Communicate product or service specific greenhouse emissions for Vector's Scope 3 emission reporting purpose. As Vector is a climate-reporting entity under the Financial Markets Conduct Act 2013 (FMCA), we are required to disclose and audit our emissions. Your emissions disclosed to us may therefore be subject to third party testing and assurance.
- 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 (as appropriate to reflect the context of the supplier) for health and safety and sustainability performance respectively.

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

We recognise the expectations outlined in this document represent a step change for some suppliers in approach to sustainability. Consequently, we 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.

Vector is committed to complying with the laws and practices that protect the rights of people who raise concerns about wrongdoing in or by Vector. See Vector's [Whistleblower policy](#) on our

[Governance page](#).

6. Document control

Document author:	Group Procurement Manager
Document owner:	Group Procurement
Document approved by:	Executive Team
Document published:	Internal and Vector's website
Date of issue:	December 2021
Last reviewed/reason:	August 2026
Date for next review:	May 2027