

Supplier Code of Conduct

Taking care of tomorrow: connecting people and place today

To fulfil our purpose, we need to build enduring relationships with suppliers who share our values and deliver products and services that enhance our business and operations.

This code of conduct sets out our expectations for our suppliers, including their parent, subsidiaries, affiliates and subcontractors (“Suppliers”) in the areas of social and environmental responsibility, supply chain, business integrity and speaking up.

Social Responsibility

At Mercury we treat everyone with respect and dignity. Having an inclusive and diverse work environment, with people working together makes us stronger as an organisation.

We expect our Suppliers to provide an inclusive and respectful workplace. One where diversity is respected and valued and all employees, agents, and subcontractors are free from discrimination on the basis of gender, race, national origin, ethnicity, religion, age, marital status, sexual orientation, disability or for any other reason.

We are also committed to making sure our workplace is free from bullying and harassment (whether sexual, racial or otherwise) , and we expect our Suppliers to do the same.

Our Suppliers must ensure workers are treated in a manner consistent with international human rights standards, including the UN Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

Health and Safety

Our commitment to the health, safety and wellbeing of our people is fundamental. We are committed to excellent management of our work environment and procedures to provide for the safety and health of our employees, contractors and community.

We all need to work together to ensure that risks are known and appropriately managed, so we are all safe and well at the end of every day. When your people work with us on our sites (including our customer sites), everyone needs to comply with our relevant policies. Suppliers must ensure that they comply with relevant Health and Safety laws that apply to all jurisdictions in which they operate.

Modern Slavery

Modern Slavery takes various forms, such as slavery, servitude, forced and compulsory labour, including child labour and human trafficking, all of which have in common the deprivation of a person’s liberty in order to exploit them for personal or commercial gain.

Mercury’s modern slavery statement is available [here](#). We expect our suppliers to familiarise themselves with our statement, collaborate with us on any review of modern slavery, act ethically and with integrity in all their business dealings and relationships, and comply with all applicable modern slavery laws, statutes, regulations, and codes.

Environmental Responsibility

We understand that the decisions we make today can impact tomorrow. That’s why we act with a view to the long-term mission of our business and want to do business with Suppliers that do the same.

This means:

- > conducting business in accordance with all applicable laws and regulations regarding the protection and preservation of the environment, including those relating to hazardous materials, air emissions, waste, and wastewater discharges;
- > trying to reduce operational environmental impacts such as those relating to waste disposal, air emissions and pollution;
- > working proactively to reduce your greenhouse gas emissions.

We expect our Suppliers to share information on their environmental impact, consider the long-term financial sustainability of their business, pursue opportunities for continuous improvement and development of process efficiencies in product and service delivery. We also expect our Suppliers to ensure that they are not unduly dependent on us as their customer.



Your Supply Chain

While we expect you as our supplier to operate in a manner consistent with the expectations set out in this code, we also expect you to proactively work with your suppliers to be able to demonstrate that they also meet these expectations.

Business Integrity

Our people are at the heart of what we do and our relationships with our Suppliers are built on trust.

You must comply with our requirements relating to confidentiality, information security, and intellectual property protection (as per your specific contract with Mercury). You must also ensure that appropriate controls are in place to protect our brand and intellectual property against unauthorised use and damage.

Any information used in your relationship with us that is non-public and proprietary must be protected against loss and infringement. You need to have effective and up to date technology, security controls, testing, and governance in place to protect digital environments from cyber threats. Any disclosure or use of such information must only be for the purposes authorised by the terms of your specific contract with us.

Mercury is committed to protecting the personal information of our customers and employees so that it is used only for the purposes it is collected and not unlawfully disclosed. We expect all our Suppliers to have systems and processes in place to give us confidence they will also protect personal information in compliance with the Privacy Act 2020.

It goes without saying that we all need to comply with applicable laws and regulations. Suppliers must ensure that they comply with relevant financial, economic, and trade sanctions laws that apply to all jurisdictions in which they operate. Suppliers must always comply with any sanctions administered or enforced.

High standards of moral and ethical conduct are also core to Mercury. We refrain from engaging in any form of corrupt practices, anti-competitive activity and bribery, including receiving material personal gifts or incentives that could influence negotiations. We do business with integrity, transparency and honesty. We expect the same of you.

Please let us know about any actual, perceived or potential conflict of interest to Mercury, including any employee or contractor of ours who may have an interest or economic tie of any kind in your business.

If you want to use our logo or brand assets, you will need to apply for authorisation through brand@mercury.co.nz. Our logo files and guidelines will be issued once approved, with final artwork to be submitted for approval back to our brand team.

For all external mentions of Mercury, or requests for references or testimonials, contact us at mercurycommunications@mercury.co.nz.

Speaking up

These principles and our policies define our commitment to each other, our customers, people, and stakeholders.

If you think that we are not living up to our own expectations or have concerns about our business or our peoples' behaviour, we encourage you to let us know. You can raise this with your Mercury contact, one of our General Managers or our [General Counsel](#).

Any changes made to this code of conduct will be advised at mercury.co.nz/investors/corporate-governance.

Review

This policy will be reviewed every two years, by the Chief Financial Officer.

