



KiwiRail Supplier Code of Conduct

Version 2



KiwiRail Supplier Code of Conduct

At KiwiRail we are committed to behaving responsibly, ethically, and sustainably – it reflects our values, makes good business sense and is core to our contribution in creating a better future for all.

This Code of Conduct (the “Code”) outlines the minimum expectations we have of all our suppliers including their suppliers and subcontractors (“Suppliers”) that provide goods and services to KiwiRail Holdings Limited/ KiwiRail Limited (“KiwiRail”) in the following areas:

- **Health and Safety**
- **Ethical Business**
- **Human Rights and Labour Standards**
- **Communities**
- **Environment**
- **Publicity and Media**

The expectations in this Code are not intended to alter or override suppliers’ legal, regulatory, and contractual obligations. We want to engage and collaborate with suppliers who share these commitments. The goal of the Code is to encourage suppliers to review their current approach to sustainability and make tangible improvements that will benefit their business, and ours, as well as society and the environment.



Health and Safety

We are committed to ensuring the health, safety and wellbeing of our employees, contractors, customers, and visitors in addition to minimizing the occurrence of work-related injuries and illnesses.

We expect our Suppliers to:

- Provide sufficient training and protection of employees to provide a safe, secure, and healthy workplace.
- Maintain and monitor appropriate safety policies and procedures.
- Ensure their people are fit for work and have the required training and competency for the work being performed.
- Keep abreast of changes in workplace health and safety legislation.
- Work with us to understand and comply with all health and safety laws and to continue to build a safety culture within our industry.



Ethical Business

We are committed to high standards of moral and ethical business practice that respects fairness, transparency, and accountability in conducting business.

We expect our Suppliers to:

- Conduct their business activities with integrity and in accordance with all applicable laws, regulations, and ethical standards in all countries where they operate. This includes but is not limited to competition and fair-trading laws, insider trading laws, environmental laws

and regulations, anti-bribery laws and anti-corruption laws.

- Not engage in any form of corruption including bribery, facilitation payments, extortion, money laundering or other illegal or unethical activities and be transparent about their practices.
- Respect business confidentiality, privacy and intellectual property and not misuse information.
- Disclose any actual, perceived, or potential conflict of interest to KiwiRail including any employee or contractor who may have an interest or economic tie of any kind to the KiwiRail business.



Human Rights and Labour Standards

We respect and support the protection of internationally proclaimed human rights and labour standards.

We expect our Suppliers to:

- Comply with regulatory and statutory requirements on human rights, discrimination, harassment, equal opportunities, and global labour standards.
- Respect human rights and ensure no employee suffers harassment, physical, mental, or other forms of abuse.
- Practice and promote equality by treating employees equally regardless of gender, age, race, ethnicity, religion, disability, or other distinguishing characteristics.
- Not use child, forced or compulsory labour and ensure all employees are legally entitled to work and are employed voluntarily of their own free will.

- Comply with global labour standards specified by the International Labour Organisation (ILO).
- Respect employees' right to freedom of association and collective bargaining and negotiation on key conditions of employment.
- Ensure the wellbeing of employees by complying with legal requirements on working hours, including minimum wage, overtime, and maximum hours.



Communities

We are committed to contributing positively to communities wherever we work through the services we provide.

We expect our Suppliers to:

- Respect the cultural heritage, traditions and tikanga of the communities in which we operate.
- Consider the concerns of the wider community, including both national and local interests.
- Promote work practices that create opportunities for inclusion and diversity.



Environment

We are committed to protecting the environment. We promote the environmental benefits of rail and work to reduce the environmental impact of our operations and services.

We expect our Suppliers to:

- Identify and manage environmental risks that may occur as a result of their activities and

conduct business and operations in a way that minimizes their impact on the environment.

- Progressively seek opportunities to improve environmental outcomes and reduce negative environmental impacts, including but not limited to reducing carbon emissions, enhancing circular economy, and improving water efficiency.



Publicity and Media

We are committed to using effective communications technologies to support our business, recruitment and engage with our communities.

We expect our Suppliers to:

- Only disclose publicly available information about KiwiRail.
- Not use KiwiRail's name or logo without prior consent and approval.
- Not to make representations or statements on behalf of KiwiRail.