

Supplier Code of Conduct

At 2degrees we are **passionate** and **devoted** to maintaining the highest working standards both within our organisation and with external suppliers.

As a values based organisation, our values reflect who we are, what is important to us and how we operate. We are honest, grounded, dependable, and fair. We like to keep things **simple** and **challenge** the norm to innovate and deliver beyond expectation.

Our Suppliers play a key role in the success of our business and we expect all of our partners to operate with the highest level of **integrity** and with core values that are similar to our own.

This Supplier Code of Conduct defines our key standards and expectations for fair, safe and responsible working conditions across our supply chain. We require all our Suppliers to comply with these, as well as all relevant laws, regulations and standards in all of the countries in which they operate. This includes, but is not limited to, all existing employment laws, human rights legislation, and laws and regulations concerning importing and exporting products and services.

2degrees requires all Suppliers to ensure compliance with the following:

Anti-bribery, Corruption and Individual Conduct

Integrity is at the forefront of everything we do and we expect our Suppliers to maintain the highest standards of **integrity** in all interactions. Suppliers will have a zero tolerance policy for offering or accepting any and all forms of bribery, corruption, extortion and embezzlement including improper offers, illegal payments and fraudulent activities. Suppliers will perform all business dealings transparently and in good faith.

Non-Discrimination

Passion is in our DNA and we expect a constructive and enthusiastic working environment for all employees. Every employee shall be treated with respect and dignity. The Supplier will not engage in discrimination based on race, colour, age, gender, sexual orientation, ethnicity, caste, disability, pregnancy, religion, political affiliation, employment status, union membership, family status, or marital status, in hiring and employment practices such as promotions, rewards and access to training.

Anti-Human Trafficking, Freedom of Employment and Child Labour

The Supplier shall not use any form of forced, bonded, compulsory labour, slavery or human trafficking and shall not employ people under the minimum age required by the laws of the country in which the supply of goods or services originated. The Supplier must allow employees to keep their own identification documents and be free to make their own decision about remaining in or resigning from their employment. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse or to monetary fines or embarrassing acts as a disciplinary measure.

At 2degrees, our employees' ideas and feedback are vital to ensuring we fearlessly innovate and deliver disruptive ideas. We **challenge** our Suppliers to do the same by embracing their employees' contributions.

Environmental and Social Responsibility

2degrees is also **devoted** to its customers and to serving the wider community in which we operate. We encourage Suppliers and their employees to get involved in local social and environmental community efforts wherever possible.

2degrees recognises that environmental, social and economic responsibility is integral to the success of a business and its community. Suppliers must comply with all applicable environmental laws and undertake continuous improvement activities to reduce the impact on the planet.

Health and Safety

At 2degrees we believe **simplicity** in the workplace is an effective approach to delivering smart ideas. The Supplier must comply with all Health and Safety legislation, applicable to the country in which it operates. The Supplier recognises that in addition to minimising the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and employee retention and morale.

Suppliers should also recognise that employee input and education is key in identifying and solving health and safety issues.

Compliance and Monitoring

All Suppliers are required to comply with this Supplier Code of Conduct. 2degrees will consider a Supplier's commitment to comply with these requirements when making procurement decisions. The company will also regularly review compliance and failure to adhere to any of these requirements may result in the termination of our relationship with a Supplier. 2degrees may request its Suppliers to certify their compliance with this Code on an annual basis.

Challenger

Fearlessly innovate to deliver disruptive ideas.

Devoted

We move mountains to serve New Zealanders.

Integrity

Be honest, grounded, dependable & fair.

Passion

Do everything with passion.

Simplicity

Make it easy.

