



Human Rights Policy

1. Our Tikanga guides us

Contact is committed to ensuring that all people are treated with dignity and respect and that we operate in a manner consistent with the Universal Declaration of Human Rights and other established human rights principles and obligations.

This policy provides a high level framework that must be read alongside Contact's Tikanga and other policy and procedure documents. It sets out our approach to key operational matters that may impact on Contact employees.

2. Application

This policy applies to all directors, and all employees (including any secondee, contractor or consultant) of Contact and its subsidiaries (collectively 'employees').

This policy should be read in conjunction with our *Tikanga*, the Discrimination, Bullying and Harassment Prevention Policy, the *Inclusion and Diversity Policy* and the *Health, Safety and Environment Policy*.

3. Key Principles

- Contact values diversity and does not discriminate against employees, potential employees or any other person by reason of gender, ethnicity, religion, sexual orientation, marital status, pregnancy ethical belief, colour, race, disability, age, employment status, political opinion, or family status.
 - Contact operates a fair, safe and healthy workplace and maintains a working environment free from violence, harm, discrimination and harassment.
 - Contact will engage appropriately with stakeholders and communities so they can be involved in the development of solutions to issues that affect them.
 - Contact acknowledges the Treaty of Waitangi, and will operate in a manner consistent with its principles.
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4. Compliance

Contact requires all of its employees and directors to comply with this policy. Compliance with this policy will be periodically monitored by the Chief People Officer.

Any known or suspected instances of non-compliance should be discussed with your manager, your Leadership Team member, or the General Counsel. Alternatively, any employee who is aware of a breach of this policy can take action in accordance with Contact's *Protected Disclosures (Whistleblowing) Policy*.

5. Document control

Approved

July 2020

Document owner

Chief People Officer,
People & Safety