



# Human Rights Policy

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## 1. Purpose

Human rights are fundamental civil, political, economic and social rights and freedoms to which every human is entitled. They include the right to be treated decently at work, to express opinions and beliefs without fear of recrimination, to have privacy respected, and to be free from harassment, abuse or discrimination.

Contact is committed to ensuring that the workplace is safe and welcoming for everyone. We encourage everyone to bring their “whole self” to work, and to work remotely and flexibly where a role allows. We treat all people with dignity and respect and comply with all local laws which protect human rights and labour standards. We also operate in a manner consistent with internationally recognised human rights as laid out in the International Bill of Rights and the International Labour Organisation’s Declaration on the Fundamental Principles and Rights at Work, and other established human rights principles and obligations.

Contact seeks to avoid causing or contributing to adverse human rights impacts in connection with our operations, products and services. If any such impacts arise we will address and seek to mitigate them promptly. We work hard to be transparent in relation to human rights issues in all areas of our business and include any material human rights issues as part of our annual reporting and disclosures.

This Policy takes into account the United Nations Guiding Principles on Business and Human Rights.

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## 2. Application

This policy applies to everyone who works at Contact and its subsidiaries (collectively ‘employees’). We expect our supply chain partners to have similar policies in place, and/or to meet comparable standards.

This policy should be read in conjunction with our Tikanga; the [Discrimination, Bullying and Harassment Prevention Policy](#); the [Inclusion and Diversity Policy](#); the Health and Safety Policy; the Wellbeing Policy, the [Growing Your Whānau Policy](#), the Environment Policy, and Contact’s [Modern Slavery Statement](#).

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## 3. Key Principles

3.1 It is our policy to:

- operate a fair, safe and healthy workplace and maintain a working environment free from:
  - discrimination against employees, potential employees or any other person by reason of gender, religion, sexual orientation, marital status, pregnancy, ethical belief, colour, race, ethnicity, disability, age, employment status, political opinion, family status, the impact of family violence or any other distinguishing factor; and
  - all forms of harassment including sexual and racial harassment, violence and cruel or degrading treatment
- uphold those rights throughout our spheres of influence and avoid being complicit in human rights abuses
- mitigate, identify and remediate modern slavery risks including to prohibit the use of all forms of forced and compulsory labour, all modern forms of slavery and any form of human trafficking in our operations and supply chain
- as we onboard them, ensure our suppliers sign up to our Supplier Code of Conduct which requires them to adhere to human rights standards in their workplace, and to work towards monitoring and addressing these standards within their supply chains

- offer and provide employment, development opportunities and promotion based on merit
- respect employees' freedom of association, their right to collective bargaining and their right to join, form or not to join a labour union without coercion or fear of reprisal, intimidation or harassment
- apply the principles in our Remuneration Policy to ensure that the remuneration of all our people at Contact is transparent, fair and reasonable, and to ensure market relativity and pay equity
- acknowledge the Treaty of Waitangi, and to operate in a manner consistent with its principles
- engage with stakeholders and communities to develop solutions to issues that affect them
- record, remediate and report any known or suspected violations of human rights

3.2 We incorporate human rights into our business practices by:

- Setting and communicating expectations through policies and training
- Maintaining a respectful and considerate workplace
- Encouraging a culture of reporting and transparency

3.3 We provide a channel to report human rights concerns through the Contact Energy [Whistleblowing Policy](#), as well as through managers and the Leadership Team. We monitor, review and report annually on the issues raised through these channels.

## 4. Compliance

Contact requires all employees and directors to comply with this policy. The General counsel, Corporate Affairs will monitor compliance with this policy.

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 [Whistleblowing Policy](#).

Reports will be reviewed by representatives from the Legal and People Experience teams, who will carry out any further investigations as required and decide on appropriate follow-up actions, including escalation to the Leadership Team in serious cases.

## 5. Document control

**Approved** by the Chief Corporate Affairs Officer February 2023

**Document owner** Chief Corporate Affairs Officer

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