



Westpac New Zealand Sustainable Supplier Code

Westpac New Zealand Limited is committed to being one of the world's great service companies helping our customers, communities and people prosper and grow. We know to achieve this we have to operate our business sustainably.

Sustainability is about managing opportunities and risks in a way that considers and balances the long term needs of all stakeholders – customers, employees, suppliers, investors and community partners as well as the wider community and the environment at large.

At Westpac we will endeavour to be clear and transparent about our approach to managing these opportunities and risks. We apply our sustainability policies, processes and practices – environmental, social and governance – across all aspects of our business, including our supply chain.

We seek to foster constructive relationships with suppliers that share our focus on responsible business practices. We encourage our suppliers to be aware of, and effectively manage, the sustainability risks relevant to their operations and to consider the impact on their own and Westpac's performance and reputation. We also encourage a philosophy of continuous improvement by adopting more sustainable business practices over time.

Scope

This Code is relevant to **all** suppliers and their supply chain that provide goods and services to Westpac.

We recognise that our diverse supplier community includes suppliers with differing characteristics, size and complexity. We acknowledge policies and procedures may differ in scale and depth.

1. Ethical Business

Ethical business is about respecting fairness, transparency and accountability by conducting business as openly as possible to enable stakeholders to make well-informed decisions in regard to our business. As well as showing a commitment to doing the right thing, good business ethics are a strong indicator of overall management capability and quality.

As a minimum we **expect** our suppliers to:

- comply with all relevant laws and regulations in relation to competition and fair trading, unethical behaviour, bribery, corruption and other prohibited business practices in all countries where they operate, and
- respect confidentiality and not misuse Westpac information.

We also **encourage** our suppliers to:

- act in a principled way regardless of the jurisdiction they operate in
- seek to align with key global initiatives that promote responsible business practices
- assess and voluntarily subscribe to external sustainability codes of practice, across social, economic and environmental dimensions, relevant to their industry
- develop an understanding of the emerging material trends and issues likely to impact their business and develop appropriate responses, which are shared with stakeholders
- seek to progressively embed the management of sustainability issues into business as usual practice
- have written corporate governance policies that outline appropriate conduct and standards for the organisation, its people (both employees and contractors) and suppliers, and
- provide a formal complaints management process for employees, suppliers and members of the communities in which they operate or provide services to.

2. Human Rights

We believe that all people are entitled to basic rights and freedoms regardless of where they are from, their religion, gender, race or any other status.

As a minimum we **expect** our suppliers and their supply chain to:

- comply with all relevant local and national human rights, employment and anti-discrimination laws, and regulations
- comply with the global labour standards specified by the international labour organisation
- not participate in child forced labour or involuntary labour and ensure all employees are legally entitled to work
- actively address any infringements or adverse human rights impacts associated with their business activities, and
- provide us with any relevant information relating to any regulatory enforcement action for non-compliance with employment laws.

We also **encourage** our suppliers to:

- strive to provide a workplace free of direct or indirect discrimination, including equal opportunities, workforce diversity and flexibility.

3. Health and Safety

Westpac believes all workers have the right to work in a safe and healthy environment free from work-related injuries and illnesses.

As a minimum we **expect** our suppliers to:

- comply with all relevant local and national occupational health and safety laws, and regulations.

We also **encourage** our suppliers to:

- commit to maintaining and improving a safe and healthy working environment for all staff, contractors and visitors
- protect against harm by eliminating or minimising risks, so far as is reasonably practicable
- provide necessary information, instruction, training and supervision so their people can do their job safely and effectively, and
- have written health and safety policies and systems in place to monitor and manage risks and incidents.

4. Environment

Westpac believes that managing environmental impact is an important part of managing financial risk.

As a minimum we **expect** our suppliers to:

- comply with all relevant local and national environmental laws, and regulations.

We also **encourage** our suppliers to:

- help us significantly reduce Greenhouse Gas emissions by working with us to identify and limit environmental impacts and emissions within our supply chain
- look for operational efficiencies in material use and service delivery, including approaches to reduce energy use, business travel and waste disposal
- take responsibility for their products and services throughout their lifecycle including offering product stewardship and extended product responsibility options
- adopt an environmental management plan to identify, assess and reduce their environmental risks, impacts and dependencies, and
- report on their environmental performance and disclose responses to climate change and environmental issues.

Compliance

By signing a contract with Westpac suppliers are agreeing to comply with the minimum expectations set out in this Code. Suppliers are encouraged to carry out appropriate self-assessment of compliance to this code, and have a process in place for providing timely and appropriate notification to Westpac of any breaches, or any other material environmental, social or governance matters concerning their organisation (or organisations in their supply chain) which may impact Westpac's reputation.

Westpac may choose to verify suppliers operations for compliance with the requirements specified in this Sustainable Supplier Code.

Continuous improvement

We encourage our suppliers to look for opportunities to continuously improve their sustainable business practices and welcome engagement and discussion that could help improve both of our sustainability practices.

5. People and Community

Businesses and their staff are an important part of the communities in which they operate. Being actively involved in their community in a way that positively contributes to society underpins sustainable business practices.

We **encourage** our suppliers to:

- proactively engage with community stakeholders to understand and help address key issues and opportunities in the communities where they have a presence, and
- value inclusion and diversity within their own operations, including identifying opportunities for contributing to strong communities, meaningful careers and business opportunities for groups that might be under represented in their organisation or supply chain.