

Human Rights Policy

Board Approved

4th December 2024

1. POLICY STATEMENT

Meridian Energy Limited's ("*Meridian*") Human Rights Policy ("*Policy*") establishes Meridian's commitment to respect internationally recognised human rights in line with the United Nations Guiding Principles on Business and Human Rights and our commitment to value the protection of indigenous rights and interests.

Being committed to respecting human rights means Meridian aims to avoid causing, contributing to or being indirectly involved in human rights harms in our operations, products and services, and supply chain.

As a leader in sustainability, we have an aspiration to continuously improve our alignment with the United Nations Global Compact and the UN Guiding Principles on Business and Human Rights.

Nothing in this Policy limits Meridian's obligations to comply with New Zealand law, nor requires Meridian to do anything which would contravene New Zealand law.

2. PURPOSE

This policy establishes clear commitments and defined practices to help Meridian meet and continuously improve on our commitment to human rights.

3. SCOPE

This policy applies to:

- (a) Meridian and its subsidiaries ("*Meridian Group*") and all directors and employees (including secondees, contractors or consultants) of the Meridian Group; and
- (b) Meridian's supply chain, joint ventures and business partners,

and should be considered by all those who are subject to this policy when undertaking due diligence on potential joint ventures, mergers or acquisitions.

This Policy takes into account:

- (a) the rights included in the International Bill of Human Rights and the principles concerning fundamental rights in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work: which include, but are not limited to, freedom from slavery, forced labour and child labour, human trafficking, the right to fair wages, equal pay, freedom of association and the right to collective bargaining, a safe and healthy work environment and freedom from discrimination.
- (b) Māori rights and interests: guided by Te Tiriti o Waitangi / The Treaty of Waitangi, as outlined in our Code of Conduct, emphasising its ongoing importance.

More specifically, this Policy recognises the human rights under the following instruments:

- (a) The International Bill of Human Rights, comprising of:
 - (i) [Universal Declaration of Human Rights](#)
 - (ii) [International Covenant on Economic Social and Cultural Rights](#)
 - (iii) [International Covenant on Civil and Political Rights](#)
- (b) [International Labour Organisation's Declaration on Fundamental Principles and Rights at Work](#)

This Policy is operationalised through Meridian's:

- (a) Modern Slavery Framework that outlines the responsibilities and processes to meet the commitments of this Policy and the reporting requirements of the Modern Slavery Act 2018 (Aus).
- (b) Risk Management Framework and Risk Management Policy, and our Third Party Risk Management Guidance.
- (c) Te Ao Māori Strategy (Ki te Hoe o te Waka) which provides guidance on protecting indigenous rights, interests and opportunities to establish mutually beneficial relationships with iwi.
- (d) Code of Conduct and Supplier Code of Conduct

Complementary policies include Meridian's Procurement Policy, Whistleblowing Policy, Stakeholder Engagement Guidelines, Risk Management Policy, Health, Safety & Wellbeing Policy, Belonging Policy, Non-Discrimination and Anti-Harassment Policy, Environment Policy and Consumer Care Policy.

4. POLICY COMMITMENTS

As part of our commitment to human rights, Meridian undertakes to:

- (a) Identify potential and actual human rights risks, including our salient risks, in collaboration as appropriate with various stakeholders, via our ongoing Enterprise risk management process and annual materiality assessments.
- (b) Engage as practicable with stakeholders identified by Meridian as at risk of harm (or actually harmed) to prevent or mitigate impacts.
- (c) Implement actions to prevent or mitigate our identified human rights risks.
- (d) Periodically consult with selected stakeholders on effective grievance mechanisms.
- (e) Where appropriate take steps to remediate grievances that are reasonable in the circumstances.
- (f) Embed the implementation of this Policy and accompanying frameworks and processes across the business, including targeted training for staff and relevant selected stakeholders.
- (g) Set and monitor KPIs to measure progress and continuous improvement and report annually on progress against our commitments.
- (h) Seek regular independent advice on emerging best practice to continuously improve our approach.
- (i) Consistent with principle 12 of the UN Guiding Principles on Business and Human Rights, evaluate whether any additional internationally recognised human rights standards are relevant and appropriate to our operations and should be captured in this Policy.

5. GOVERNANCE

The Meridian Board approves this Policy and delegates oversight to the Safety & Sustainability Committee who have responsibility for reviewing and ensuring the Executive Management team embed this policy.

The responsibilities of Management include:

- General Manager Corporate Affairs and Sustainability – Human Rights company commitment in this Policy, stakeholder management and Meridian’s Te Ao Māori strategy.
- Chief Financial Officer – procurement and third-party supply chain risk management.
- Chief People Officer – internal People policies, such as remuneration, diversity and inclusion, health and safety.
- Chief Customer Officer – customer needs and rights.
- All General Managers – to promote and uphold this Policy within their department and customers, communities and suppliers they are connected to.

POLICY INFORMATION TABLE

Policy Title	Human Rights Policy
Last Approval Date	December 2024
Review Frequency	Annually
Next Review Date	December 2025
Owner	General Manager, Corporate Affairs and Sustainability
Applies to	Meridian Group