

SUPPLIER CODE OF CONDUCT

PURPOSE

At Arvida, our mission is to transform the ageing experience so the people in our retirement communities can live life with soul. We want to work with suppliers that share our passion to do this in a sustainable way.

The purpose and intent of this Supplier Code of Conduct is to provide our suppliers with our expectations of them around ethical business, social responsibilities, health and safety, wellbeing, and environment. Suppliers are expected to apply comparable standards downstream in their own supply chains.

ETHICAL BUSINESS

We expect our suppliers to:

- operate with integrity and authenticity;
- maintain transparency about your practices and the impacts you make; and
- comply with all applicable laws, regulations and standards (including, but not limited to competition, fair trading, 'insider trading', conflict of interest, intellectual property rights, antiterrorism, anti-corruption and anti-bribery).

SOCIAL RESPONSIBILITIES

We expect our suppliers to:

- uphold and monitor international labour standards for all employees, agents and sub-contractors (including, but not limited to, human rights, anti-discrimination, equal opportunities, working hours, minimum wage, forced labour and child labour standards); and
- promote an inclusive work environment, free from discrimination with respect to gender, race, religion, age, disability, sexual orientation, national origin or any other characteristic protected under applicable laws

We encourage our suppliers to:

- demonstrate an awareness of your local social impact and engage with local communities and Māori and Pacific owned businesses where appropriate.

ENVIRONMENT

We expect our suppliers to:

- comply with all applicable national environmental laws, regulations and standards of New Zealand and any country in which you operate; and
- ensure a high standard of environmental management within your business that allow you to effectively identify and eliminate potential hazards to the environment.

We encourage our suppliers to:

- reduce your operational impact on waste, emissions, hazardous materials and water and require your agents, subcontractors and suppliers to do the same;
- have and share with us, your waste minimisation plan (particularly for our construction suppliers who are working on our sites); and
- support national climate goals and initiatives through measuring and managing climate risks and your own operational emissions and report these to Arvida.

HEALTH, SAFETY & WELLBEING

We expect our suppliers to:

- have a culture of and high standard of health and safety management within your business;
- maintain a safe working environment for your workers, agents, contractors, suppliers and consultants and anyone else affected by your operations; and
- comply with all applicable local and national health and safety legislation, regulations, policies, procedures and standards to ensure the wellbeing of your people.

COMPLIANCE WITH THIS SUPPLIER CODE OF CONDUCT

Arvida will work collaboratively with suppliers to help them develop the capabilities to meet the expectations set out and may from time-to-time request support to show compliance with this supplier code of conduct.