

Oceania Dairy Limited - Code of Conduct

We care about how our employees and all suppliers to Oceania Dairy go about their work, how they treat each other and their staff, and how they manage their own supply chain. It's not only the right thing to do, it's also good business.

This Code of Conduct sets out our approach to our staff and business. It also applies to suppliers to Oceania Dairy and sets our expectations of them in respect of ethical business; health, safety, and wellbeing; environment; labour and human rights, and compliance with law.

Ethical Business

- We welcome active competition between suppliers and do not accept collusion, cartel behaviours, or abuse of market dominance.
- We call out corruption or bribery aimed to obtain unfair advantage; kickbacks or paybacks.
- We reject and do not permit money laundering.
- We are transparent about our ethical practices and avoid conflicts of interest.
- Oceania Dairy staff will only accept or offer gifts or hospitality with a nominal value. Oceania Dairy employees are not ungrateful, but want to ensure there is no possible or perceived influence over their business decisions.

Health, safety, and wellbeing

- We ensure working conditions for staff are safe and hygienic. We encourage a proactive approach to establish and maintain standards on health and safety, which at a minimum comply with the law (including regular monitoring and reporting).

Environment

- We have a proactive approach of our environmental impacts (including regular monitoring and reporting).
- We aim to understand the environmental impacts of our operations and take appropriate steps to mitigate against risks and harm.

Labour and Human Rights

- We commit to act fairly to employees and ensure full employment law compliance including payments to staff. We maintain records and agreements with employees. We do not unlawfully employ child labour.
- We aim to protect and respect employee and all human rights, promote inclusivity, and avoid any form of modern slavery behaviour. Our employees give their labour freely and are free to leave based on clear rules. Employees may associate freely with each other and bargain collectively.
- Raising concerns - we have processes in place to raise possible breaches of this Code of Conduct.

Compliance with law

- At a minimum in relation to all the above, we comply with all applicable laws, regulations and standards of New Zealand and the countries in which we operate in relation to ethics; health, safety and wellbeing; environment and labour and human rights.