Human Rights Policy

Purpose

Napier Port recognises the importance of respecting and promoting human rights in all aspects of our operations.

This policy aims to ensure that we respect the dignity and rights of all individuals, and outlines our approach to preventing and addressing any human rights issues that may arise. By adhering to this policy, we aim to foster a culture of respect, equality, and accountability within the Company, customers, other port users, and the broader community.

Scope

This policy applies to all directors, employees, contractors and suppliers employed with or engaged by Napier Port. It covers all aspects of port operations including recruitment, employment, leadership and community engagement.

Responsibilities and Compliance

Napier Port is committed to promoting awareness and understanding of rights and responsibilities across the organisation, supported by appropriate training, resources, and processes to ensure compliance.

The Board is responsible for approving this policy and overseeing its effectiveness.

Implementation of this policy is the responsibility of management, led by the GM People, Capability and Engagement, with oversight from the Senior Leadership Team.

Management will provide the necessary resources to employees, such as training, and notification of updates that have been implemented.

Employees and contractors are responsible for adhering to the policy and reporting any concerns or violations they have to their direct manager or a senior leader.

Customers and other port users are encouraged to communicate any issues and concerns regarding a human rights violation at the port to a Napier Port manager or Napier Port employee.

Commitment to Human Rights

Respect for Human Rights

Napier Port is upholding internationally recognised human rights standards and principles, including those set out in the Universal Declaration of Human Rights and the Human Rights Act 1993. Napier Port recognises the need to ensure that our business practices do not

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infringe on the rights of individuals in any manner that is not justified and that we take proactive steps to prevent human rights abuses.

Non-Discrimination and Equal Opportunity

Napier Port prohibits discrimination based on race, colour, sex, religion, national origin, age, disability, sexual orientation, gender identity, or any other characteristic protected by law. We are committed to providing equal opportunities in employment and advancement for all individuals.

Safe and Healthy Workplace

Napier Port is committed to providing a safe and healthy working environment for all employees and contractors. This is done through compliance with all relevant health and safety laws and regulations and taking proactive measures to prevent workplace accidents and injuries, and preventing workplace harassment, discrimination, and violence.

Work Hours, Wages and Benefits

Napier Port complies with all applicable laws and regulations regarding work hours, wages, and benefits by providing reasonable and appropriate compensation and benefits to all employees and contractors. We do not tolerate forced labour, child labour or any form of exploitation.

Freedom of Association and Collective Bargaining

Napier Port respects the rights of employees to freely associate, and engage in collective bargaining, consistent with New Zealand law and international labour standards.

Reporting and Addressing Retaliation

Employees, contractors and customers are encouraged to report any concerns or violations of this policy. Investigations of all reports will be undertaken promptly and will result in taking appropriate action. Retaliation against individuals who report concerns in good faith is prohibited.

Human Rights Due Diligence

Napier Port will consider and make reasonable endeavours to address human rights risks in our operations and supply chain and work with suppliers to raise awareness of our standards and their expected compliance therewith.

Related Documents

- Human Rights Act 1993
- Universal Declaration of Human Rights
- Bullying, Harassment and Discrimination Policy
- Modern Slavery Policy

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- Diversity and Inclusion Policy
- Disclosure of Wrongdoing Policy
- Health and Safety at Work Act 2015