

1. PURPOSE

Sky Network Television Ltd (**Sky**) is committed to pursuing responsible business practices across its operations and supply chains. This Supplier Code of Conduct outlines the expectations we have of our suppliers to act ethically, professionally and with integrity when providing goods or services for Sky.

Suppliers include parent companies, subsidiaries, affiliates and subcontractors providing goods and services to Sky. All suppliers will be responsible for communicating this Code to their subcontractors and taking appropriate steps to resolve any known or suspected instances of non-compliance.

2. SKY'S REQUIREMENTS AND EXPECTATIONS OF ITS SUPPLIERS

Sky requires all suppliers to comply with the applicable laws and regulations in their operations and when conducting business with Sky.

Sky requires all of its suppliers to perform to the highest industry standards, competently, promptly and to the best of their knowledge and experience, using due diligence and care. We require our suppliers to work with the employees and agents of Sky, and third parties as requested by Sky, in a competent, professional, co-operative and inclusive manner.

Sky encourages our suppliers to be good corporate citizens and to contribute positively to our communities.

Suppliers should ensure they have systems and processes in place that are suitable for complying with this Code. Sky may monitor suppliers and ask about their business practices through questionnaires to help Sky identify and assess potential risks. Suppliers should be able to provide Sky with documentation (for example, relevant policies and procedures) which demonstrates their compliance if requested. We reserve the right to audit compliance with this Code.

3. ETHICAL BUSINESS

Sky expects suppliers to:

- conduct their business activities in accordance with all applicable laws, regulations and ethical standards of all countries where they do business including environmental laws and regulations;
- not engage in any form of fraud or corruption, including bribery, facilitation payments, extortion, money laundering or other illegal or unethical activities;
- be transparent about their business practices and accurate with their financial and business records; and
- disclose any actual, perceived or potential conflict of interest to Sky, including if any potential conflict of interest concerns any of Sky's employees or contractors.

4. CONFIDENTIALITY AND PRIVACY

Sky requires suppliers to adequately protect and maintain confidentiality over any information, assets, tools and/or materials provided by Sky to the supplier and to return any information, assets, tools and/or materials promptly when requested.

Sky expects suppliers to maintain privacy policies as required by law. Sky's privacy policy is available [here](#).

5. HUMAN RIGHTS, LABOUR STANDARDS AND MODERN SLAVERY

Sky expects suppliers to:

- comply with New Zealand employment law requirements, including legal requirements as to working hours, minimum wage, overtime and maximum hours. Sky is committed to becoming an accredited living wage employer and encourages its suppliers to adopt the living wage;
- maintain a workplace that is free from bullying, harassment, and unlawful discrimination on the basis of race, ethnic background, age, religion, gender, sexual orientation or disability, that recognises its employees' rights to freedom of association and assembly, and is consistent with New Zealand's Bill of Rights Act;
- adhere to applicable international human rights standards in their operations and supply chains, including by complying with internationally recognised minimum labour standards;
- monitor and address any concerns raised regarding employment practices, human rights, discrimination, harassment, or equal opportunities, and encourage employees, agents and subcontractors to raise any of these concerns; and
- identify, monitor and address modern slavery risks in their operations and supply chains, including human trafficking, slavery, servitude, forced labour, deceptive recruiting of labour and services, child labour and slavery-like practices.

6. HEALTH AND SAFETY

Sky expects suppliers to:

- comply with workplace health and safety laws and regulations, maintain safe work environments, and ensure that all employees, agents and subcontractors comply with all regulatory and statutory requirements in relation to workplace health and safety policies;
- provide policies and procedures for health and safety which meet legal requirements, including regular monitoring and verification of health and safety objectives;
- ensure there is sufficient training for employees, agents and subcontractors to operate in a safe workplace; and
- and sign Sky's Health and Safety Undertaking, if applicable.

7. COMPLIANCE

Sky will consider the aspects referenced in this Code when engaging new suppliers, when tendering for new contracts, and throughout its ongoing supplier relationships.

The standards of this Code are in addition to, and not in lieu of, provisions of any supply contract between Sky and the Supplier.

Where Sky has concerns that a supplier is not meeting its expectations as set out in this Code, Sky will, as appropriate, engage with the supplier to discuss these concerns. We reserve the right to take action as appropriate to respond to any concern or breach of this Code.

We welcome any comments or concerns in relation to this Code via email to Dan Harris, Head of Procurement at Sky dan.harris@sky.co.nz and/or to our Procurement Team procurement@sky.co.nz