

ENTERPRIZE STEEL LTD

Suppliers Code of Conduct Policy

Enterprize Steel Ltd is committed to sustainable procurement practices that deliver improved outcomes for the wellbeing of all New Zealanders. This Code of Conduct reflects our dedication to ethical, social, environmental, and economic sustainability in all aspects of our supply chain relationships.

Scope

This policy applies to all Enterprize Steel suppliers, contractors, and Persons Conducting Business on behalf of Enterprize Steel. The rights, standards, and terms set out in this Code are supplementary to any contractual agreements between Enterprize Steel and its Suppliers and will take precedence over those contracts in the event of a conflict or inconsistency.

Suppliers are responsible for:

- Communicating this Code to their relevant staff.
- Ensuring compliance with the Code.
- Taking prompt corrective actions to address any non-compliance.

In Support of the Living Standards Framework

We align our procurement practices with the Treasury's Living Standards Framework, focusing on four key capitals:

Financial and Physical Capital

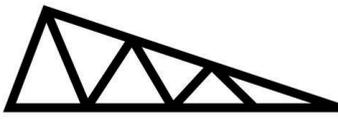
Enterprize Steel Ltd expects its suppliers to:

- Offer fair terms and affordable rates in supply agreements.
- Pay their subcontractors promptly.

Human Capital

Suppliers are expected to:

- Adhere to international human rights standards, including the UN Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, and the International Labour Organization (ILO) Core Conventions.
- Comply with all New Zealand employment laws, including workplace health and safety regulations. Maintain diverse and inclusive workplaces free from unlawful discrimination, with policies promoting diversity and inclusion.
- Protect the privacy and confidentiality of all data and intellectual property provided by Enterprize Steel.
- Invest in employee development. Ensure all workers are voluntarily employed, with no use of forced, coerced, or involuntary labour.
- Prohibit the use of child labour (defined as any person under 15 years or under the legal minimum age for employment).
- Pay wages that enable workers to live with dignity and actively participate in society.
- Allow open communication between workers and management regarding working conditions without fear of retaliation.



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Social Capital

Suppliers are expected to:

- Coincider including local, Māori, Pacifica, and minority-led businesses in the delivery of services or contracts.
- Conduct business with Māori using a Treaty (Te Tiriti o Waitangi) based approach grounded in Te Ao Māori to improve economic and wellbeing outcomes for Māori. Avoid corruption, fraud, bribery, or any improper advantage in business dealings.
- Conduct business with integrity, adhering to all laws, regulations, and ethical standards.
- Be transparent about their ethical policies and practices.
- Avoid anti-competitive practices, such as collusion or price-fixing. Disclose actual, perceived, or potential conflicts of interest to Enterprize Steel Ltd.
- Collaborate with stakeholders, customers, and communities to achieve better outcomes.

Natural Capital

Suppliers are expected to:

- Establish environmentally responsible business practices, services, and products.
- Take proactive measures to improve environmental performance and engage with the circular economy.
- Comply with all applicable environmental laws and regulations. Minimize waste, including water and packaging, through practices such as conservation, recycling, and reuse.
- Safely handle, store, and dispose of chemicals and materials that could pose an environmental hazard.

Non-Compliance

If Enterprize Steel Ltd identifies non-compliance with this Code, it may:

- Notify the Supplier in writing, requiring corrective actions to remediate non-compliance to Enterprize Steel Ltd's satisfaction.
- Suspend or terminate the Supplier's delivery of goods or services, including payment of associated invoices, until non-compliance is resolved.
- Terminate any or all contracts with the Supplier.

These rights are in addition to those outlined in any contractual agreements between the Supplier and Enterprize Steel Ltd.

K. MUNRO
Director

Reviewed: 3/2/2026