

PURPOSE

NZPM Group Limited (“NZPM”) is a co-operative company, and we support the Rochdale principles that underpin all co-operatives. In parallel with those principles we recognise our social responsibility towards people, sustainability and our environment.

This Social Responsibility Policy outlines our efforts to support our community by:

- Maintaining our co-operative ethos
- Providing good governance and strategic planning
- Conducting our business with values and Integrity
- Protecting people and human rights
- Caring for our community
- Protecting and preserving the environment

SCOPE

This policy applies to NZPM and its subsidiary companies, and also refers to our members, suppliers, partners, customers and the public.

POLICY ELEMENTS

NZPM want to be a socially responsible co-operative that meets the highest standards of ethics and professionalism. We will meet these goals by:

Co-operative

- Offering voluntary and open membership.
- Providing democratic member control.
- Encouraging member economic participation.
- Collaboration with other co-operatives.

Governance

- Governing our business in accordance with best practice.
- Developing effective strategic planning that is regularly reviewed.
- Maintaining compliance with all financial and non-financial regulatory requirements.
- Honouring our internal policies.
- Ensuring that all our business operations are legitimate.

Values

- Autonomy and independence.
- Conducting our business ethically and with integrity.
- Respecting our shareholders, customers and suppliers.
- Upholding anti-bribery and anti-corruption practices.

People

- Protecting the wellbeing, health and safety of our employees.
- Abiding by all fair labour practices.

- Supporting diversity and inclusion.
- Encouraging learning and development for our employees.
- Not directly or indirectly violating human rights in any country.

Community

- Engaging with and making a positive contribution to society.
- Providing financial and non-financial support to our community.
- Supporting member and public co-operative education and training.
- Promoting our identity as a socially aware and responsible business.

Environment

- Managing environmental risk from our activities.
- Recycling and encouraging our suppliers and customers to dispose of waste in a sustainable manner.
- Using environmentally friendly technologies and practices.
- Reducing our carbon footprint from our supply chain.
- Conserving energy and reducing energy consumption in our activities.

POLICY APPROVAL AND REVIEW

Approved by: NZPM Board – 28 November 2019
Next Review Date – November 2021