

Corporate Social Responsibility Statement

1 Purpose

Port of Auckland Limited (POAL) is committed to work ethically and have consideration for our social, environmental, and economic impacts. This Statement of Corporate Social Responsibility outlines to our partners, customers, and suppliers the values and behaviour we commit to.

2 POAL's Code of Conduct

POAL has a Code of Conduct that outlines to our employees the values and behaviours we expect of them, based on five key principles:

- > Comply with law and regulations
- > Always operate safely and responsibly
- > Treat people fairly and with respect
- > Act with integrity
- > Protect our people, property and information.

3 Safety of People

3.1 Human Rights

Human rights are fundamental civil, political, economic and social rights and freedoms that every human is entitled to without discrimination and include the right to be treated decently at work, to express opinions and beliefs without fear of recrimination, to have privacy, and to be free from harassment, abuse or discrimination.

POAL is committed to conducting our business in a way that respects the human rights of our people, our stakeholders, and the communities in which we operate. POAL will uphold human rights within our workforce and supply chain, and avoid being complicit in human rights abuses.

We acknowledge the importance of this, especially to vulnerable people, irrespective of age, mental or physical ability, gender, sexual orientation, ethnicity or religious beliefs.

As an employer we seek to provide an inclusive, diverse, and accessible work environment; free of discrimination, harassment (including sexual harassment), bullying, adverse action, vilification, and victimisation. We aim to create a workplace where everyone feels welcome and able to contribute their best.

For further information refer to our *Code of Conduct* and *Bullying and Harassment in the Workplace Policy*.

3.2 Indigenous Rights

POAL is committed to upholding the rights of Māori, New Zealand's indigenous people, especially those that have historic and territorial rights over the land (the mana whenua) in which we operate our business activities.

POAL recognises Te Tiriti o Waitangi (the Treaty of Waitangi) as a founding document for New Zealand. Accordingly, POAL acknowledges that it is incumbent on us to develop meaningful and enduring relationships with mana whenua to achieve mutual and beneficial outcomes.

POAL's *Taura Herenga Waka* (Māori Outcomes Framework) provides strategic direction for how we engage with mana whenua and how we meaningfully incorporate Te Ao Māori (the Māori worldview) and Te Reo (the Māori language) into our everyday work life. We recognise the role that Māori have played here at POAL as kaiarahi and kaimahi (leaders and workers). POAL's Waitemata seaport is located at Tōangaroa (Mechanics Bay) – a place of immense historical importance to mana whenua and all the people of Tāmaki Makaurau (Auckland). We acknowledge the gift of land by Āpihai Te Kawau, the rangatira (chief) of Ngāti Whātua Ōrakei in 1840 that enabled the city of Auckland to be established.

For further information refer to our *Taura Herenga Waka*.

3.3 Diversity, Equity and Inclusion

POAL has a commitment to a diverse, equitable and inclusive environment, which is essential to driving sustainable commercial success and creating a high performing values driven culture.

The port celebrates various special cultural dates including Matariki, Pasifika Day, Diwali, and Chinese New Year.

POAL has a Pride Committee to support our rainbow community grow diversity and inclusion in our workplace.

POAL recognises the Polynesian cultures that make up a third of our workforce. We have committed to boosting support for our Pasifika people with the creation of a *Pasifika Workforce Strategy and Roadmap*, to recognise their cultural heritage and to better support them in their careers.

For further information refer to our *Diversity, Equity and Inclusion Policy* and *Pasifika Workforce Strategy and Roadmap*.

3.4 Labour Rights

POAL is committed to providing fair working conditions for its employees.

As an employer Port of Auckland:

- > Recognises our employee's rights to form and/or join trade unions and to bargain collectively. All our employees have the right to join or not to join and form trade unions without fear of intimidation or reprisal.
- > Treats unions with respect, using a partnership model called High Performance High Engagement (HPHE).
- > Pays and rewards our employees fairly including a commitment to paying at least the living wage.
- > Meets or exceeds minimum statutory leave entitlements to leave, including parental leave provisions.
- > Provides our employees with equal employment opportunities, including pay equity, regardless of gender, race, religion, age, or sexual orientation.
- > Calculates the gender pay gap and takes active steps to reduce the gap.
- > Provides and supports ongoing training and development, for employee's careers and personal lives.

3.5 Modern Slavery, Worker Exploitation and Child Labour

POAL believes no one should be exploited (either economically or socially) by another person for personal and/or commercial gain.

POAL considers the following practices abhorrent and is committed to identifying and minimising poor labour practices in our supply chain, including:

- forced and compulsory/involuntary labour;
- any form of slavery or servitude, including bondage labour and human trafficking;
- use of prison labour; and
- use of child labour, where such labour is illegal or exploitative.

New Zealand is planning to introduce new legislation that requires organisations to be transparent about their operations and supply chains through a new public register. POAL supports this legislation and will comply with it once enacted.

3.6 Health, Safety and Wellbeing

The health, safety and wellbeing of our people is a fundamental value. We are committed to providing a safe port working environment for employees, contractors and visitors, and for meeting our legal and moral obligations. Refer to our *Health, Safety and Wellbeing Policy* for further information.

4 Looking after our environment

4.1 Environment and Sustainability

POAL recognises that sustainability is fundamental to our strategy. Our strategy has five sustainability pillars:

- > caring for Aucklanders
- > genuine harbour health
- > meaningful climate action
- > driving towards a circular economy
- > sustainable business in Auckland.

POAL understands we are located close to high-density office and residential buildings in a highly visible space. We operate our port 24 hours a day, 7 days a week and acknowledge that our environmental outputs include noise, light, and emissions. We seek to understand and monitor the environmental impacts of our activities. We manage our operations to ensure compliance with our many resource consent obligations and are committed to continuous improvement in our environmental management.

POAL has committed to zero waste to landfill by 2040. We reduce, reuse and recycle, where possible.

POAL owns a 38-hectare property on the Āwhitu Peninsula, that we have committed to restore with native flora. This replanting programme will help create an ecological corridor on Auckland's West Coast.

POAL also takes its responsibilities as a place of first arrival seriously and is committed to working collaboratively with the Ministry of Primary Industries to protect New Zealand from pests and diseases that could have a detrimental effect on New Zealand.

In 2023 POAL, in partnership with Protect Aotea, established Te Moananui o Toi Restoration Trust to support initiatives that directly benefit the Waitematā Harbour and Hauraki Gulf. POAL has committed to fund the trust NZ\$100,000 annually until 2038.

Refer to our *Environment and Sustainability Policy* for further details.

4.2 Climate Change

POAL recognises that our proximity to New Zealand's largest consumer market provides the lowest carbon entry footprint for our customers.

POAL aims to be net zero carbon by 2050, and we have set interim 2030 targets to:

- > reduce CO₂ emissions from marine operations by 45% (from our 2017 baseline)
- > reduce CO₂ emissions per TEU handled by 10% (from our 2017 baseline)

POAL recognises that electrification is a key way to meet this target, as in New Zealand approximately 87% of electricity is renewably generated.

POAL commissioned Damen to construct for us the world's first all-electric harbour tug. We are constrained on our ability to reduce the carbon footprint by the lack of low carbon cargo handling equipment available in the market but are moving to electric or other low-carbon options when they are available (e.g. we have purchased New Zealand's first electric empty container hoist). To help drive emission reductions, POAL will also focus on

ensuring efficient operations across all activities. We will be installing solar panels on our car handling facility which will generate approximately 6% of our electricity usage and expand onsite generation of renewable energy as opportunities arise.

POAL is committed to improving our understanding of impacts from the changing climate and adapting to these to maintain resilience of our port operations.

Refer to our *Environment and Sustainability Policy* for further details.

5 How we engage with stakeholders

5.1 Shareholder Engagement

POAL's sole shareholder is Auckland Council and our relationship with our shareholder is of critical importance to us.

Each year, the Council provides us with a Letter of Expectations. We use this to draft a Statement of Corporate Intent (SCI) for the next 3-years, a requirement under the Port Companies Act. The Council reviews our draft SCI and provides feedback. We are required to consider that feedback before we finalise our SCI. Our current SCI is published on our website.

We report quarterly to the Council, and this includes the performance against our SCI performance targets. We produce a full Annual Report for our shareholder and other stakeholders. We regularly present to Council meetings on our performance and regularly meet with elected and non-elected Council officials. We communicate frequently to ensure we meet the shareholder's "no surprises" policy. We also work closely with the Council's other organisations.

5.2 Stakeholder Engagement

POAL has stakeholder engagement and consultation processes to help us to hear, understand and respond to stakeholder concerns and expectations. This builds our understanding and awareness of our risks, impacts and opportunities. We always welcome stakeholder feedback and seriously consider it. We run regular customer town hall meetings. We run regular community stakeholder forums to ensure transparency of our strategy and operations. We monitor community sentiment through regular public surveys. We provide port bus tours for stakeholders and the general public. Periodically we engage an independent party to conduct a Stakeholder Materiality Assessment to ensure we have the true picture.

5.3 Sponsorship & Donations

POAL supports our community through the Staff Sponsorship Programme. Each year we distribute funds to help port workers and their whānau (family) to support local community initiatives, follow their passions and reach their goals through personal endeavours.

POAL may contribute to charities or organisations in line with our Sponsorships and Donations Policy. An example of this is supporting Harbour Hospice with a tugboat experience for their annual charity auction.

5.4 Political Donations

POAL will not make political donations – as specified in our *Sponsorships and Donations Policy*.

6 Looking after information and protecting privacy

6.1 Privacy

POAL recognises the right of individuals to know when and why their personal data is collected, that it is only used and shared appropriately, that it is kept safe and secure, and that they can access their own data.

POAL commits to complying with New Zealand's Privacy Act 2020, including the 13 Privacy Principles.

Should we transfer personal data to a third party, we will ensure they either comply with the Privacy Act or are subject to privacy laws that provide comparable safeguards to the Privacy Act.

If we become aware of a privacy breach, we will inform the provider of the personal information as soon as reasonably practicable. We will also inform the information provider should we receive an access or other request from the individual.

6.2 Cyber Security

POAL treats cyber security risk seriously. We use reasonable endeavours to protect our digital systems from attack and have appropriate plans in place to respond to any foreseeable incident. We regularly conduct cyber security audits, including independent penetration testing, to ensure our cyber risk management practices are effective.

We use reasonable endeavours to ensure contractors with access to our systems have equivalent controls.

Should a cyber incident occur, we will promptly take all reasonable steps to resolve the incident (excluding the payment of any ransomware demand) and will notify third parties who are impacted by the incident as soon as reasonably practicable.

7 Being a responsible business

7.1 Anti-corruption

POAL prohibits all corruption, passive and active bribery, and facilitation payments, and employees must not engage in such conduct. Our employees must not engage a third-party agent, consultant, or supplier if there is reason to believe that the agent, consultant, or supplier may attempt to engage in such conduct. Should our employees be asked to participate in facilitation payments they must actively refuse the payment and immediately inform their manager. Refer to our *Fraud & Corruption Reduction Policy* for further details.

If gift or hospitality is offered to any of our employees, it must only be accepted in accordance with our *Gift & Hospitality Policy* and reported and recorded.

7.2 International Sanction Regulations

POAL will comply with all New Zealand Government regulated sanctions that include prohibitions against engaging in specified international transactions involving certain individuals, entities, cargos, countries or vessels.

7.3 Border Security

POAL recognises the importance that secure borders have to New Zealand's economic, environmental and social prosperity. We understand the significance of our role as New Zealand's largest import port to ensuring contraband, pests and diseases do not pass through our borders. We work closely with Maritime NZ, NZ Customs, the Ministry for Primary Industries (Biosecurity NZ), and the National Public Health Service (Northern Region) to ensure our borders are secure.

Refer to our *Border Security Policy* for further details.

7.4 Anti-Money Laundering

POAL employees are strictly forbidden from participating in or facilitating a money laundering transaction. Our employees must only conduct legitimate business activities and are prohibited from accepting or handling cash or other assets that they have reason to suspect are the proceeds of a crime.

7.5 Anti-competitive Behaviour

In New Zealand, the Commerce Act prohibits anti-competitive agreements between firms such as agreements to fix prices, allocate markets or restrict output. POAL will comply with the Commerce Act and will report to the Commerce Commission any anti-competitive behaviour we identify in the market.

7.6 Responsible Sourcing

As a purchaser of goods and services, POAL's goal is to build relationships and collaborate openly with suppliers to maximise the positive, and mitigate any negative, human rights impacts directly linked to our purchasing.

We set high expectations on our suppliers, including how they:

- > Respect human rights, including labour rights, in their operations, supply chain and other business relationships and address any adverse human rights impacts.
- > Foster fair, accessible, safe, and inclusive workplaces, treat all employees fairly, ethically, respectfully and with dignity, and have protections against direct and indirect discrimination, bullying and harassment.
- > Ensure all direct and indirect employees are legally entitled to work, are provided with legally required wages, entitlements, and fair working conditions, and respect the rights to freedom of association and collective bargaining.
- > Ensure they have policies in place to identify, mitigate and address any form of modern slavery or labour rights exploitation within their operations and supply chain.
- > Comply with all applicable laws and regulations, including those relating to the direct or indirect employment of children, and ensure these are abided by in their subcontracting relationships as well as setting clear expectations of their supply chains regarding the prohibition of underage labour.

POAL will not procure goods or services from a supplier if doing so breaches any New Zealand Government endorsed sanction and will conduct reasonable due diligence to ensure we comply.

For more details refer to our *Procurement Policy*.

7.7 Whistleblowing

POAL has a *Speak Up Policy* which covers any protected disclosures received. We have an independent whistleblowing service (KPMG FairCall) for people to contact if they are aware of suspicious activity. We encourage employees and third parties to use the service if they observe any unethical behaviour.

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