

# Human Rights Policy

## 1.0 Purpose

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.

This Policy has its foundation in New Zealand's statutory framework, however, also acknowledges the United Nations Guiding Principles (UNGP) on Business and Human Rights. In adhering to these principles Kiwi Property undertakes to knowingly avoid practices that cause or contribute to negative human rights impacts in connection with our business operations and, if any such impacts arise, will seek to address and mitigate them as appropriate.

## 2.0 Scope

This policy applies to all Kiwi Property employees.

## 3.0 Key principles

It is our policy to:

- operate a fair, safe and healthy workplace and maintain a working environment free from:
  - (i) discrimination against employees, potential employees or any other person by reason of gender, religion, sexual orientation, marital status, pregnancy, ethical belief, colour, race, ethnicity, disability, age, employment status, political opinion, family status, the impact of family violence or any other distinguishing factor; and
  - (ii) all forms of harassment including sexual and racial harassment, violence and cruel or degrading treatment
- uphold those rights throughout our spheres of influence and avoid being complicit in human rights abuses
- prohibit the use of all forms of forced and compulsory labour, all modern forms of slavery and any form of human trafficking in our operations
- offer and provide employment, development opportunities and promotion based on merit
- comply with all New Zealand labour laws, which align with International Labour Organisation (ILO) standards regarding:
  - (i) freedom of association
  - (ii) collective bargaining
  - (iii) prevention of forced labour
  - (iv) equal opportunity and treatment, and
  - (v) elimination of excessive working hours.

- apply the principles in our Remuneration Policy to ensure that the remuneration of all our people is transparent, fair and reasonable, and to ensure market relativity and pay equity
- acknowledge the Treaty of Waitangi, and to operate in a manner consistent with its principles
- engage with stakeholders and communities to develop solutions to issues that affect them
- record, remediate and report any known or suspected violations of human rights including Modern Slavery

We incorporate human rights into our business practices by:

- Setting and communicating expectations through policies and training
- Maintaining a respectful and considerate workplace
- Encouraging a culture of reporting and transparency

We provide a channel to report human rights concerns through Kiwi Property's Whistleblower process, as well as through People Leaders and the Executive Team. We monitor, review and report annually on the issues raised through these channels.

## 4.0 Related documents

- Kiwi Property Respect Policy – Preventing harassment, discrimination and bullying in the workplace.
- Human Rights Act 1993, Employment Relations Act 2000 and the Health and Safety at Work Act 2015.
- Kiwi Property Remuneration Policy

### Approval and further policy information

<b>Policy issue date</b>	May 2025
<b>Next review date</b>	May 2027
<b>Policy owner (and reviewer)</b>	Head of Sustainability
<b>Policy approved by</b>	Board