

An aerial photograph of Queenstown, New Zealand, featuring the airport, a lake, and mountains under a dramatic sunset sky. A large, stylized graphic element consisting of several parallel lines forming a 'Q' shape is overlaid in the top right corner.

ZQN
Queenstown Airport

SUPPLIER CODE OF CONDUCT

OCTOBER 2024

CONFIDENTIAL

PURPOSE

Queenstown Airport Corporation Ltd.'s ("QAC") Supplier Code of Conduct (the "Code") reflects our commitment to operating with the highest standards of social and environmental responsibility and ethical conduct.

This Code outlines the expectations we have of our suppliers related to operating in an ethical and sustainable manner, managing health and safety and being socially responsible.

Our Suppliers must comply with the expectations set out in this Code and ensure their subcontractors are aware and comply with this Code.

ETHICAL BUSINESS

QAC's values help define the acceptable standards and behaviours expected of employees, suppliers and stakeholders.

QAC's business practices are centred on our pledge to "Do the Right Thing" we expect our suppliers to join us and:

- Conduct their business with integrity and in full compliance with all applicable laws, regulations and ethical standards
- Disclose any actual, perceived or potential conflict of interest to QAC
- Not engage in any form of corrupt practices
- Respect QAC's confidential information and take due care in handling, discussing or transmitting confidential or commercially sensitive information

PEOPLE

In line with our strategic pillar of "Respect for people and place" we champion a welcoming and inclusive environment and have been Living Wage accredited since 2019. We expect our suppliers to:

- Pay their employees the applicable Minimum Living Wage Rate
- Ensure their employees are not subjected to discrimination based on gender, sexuality, ethnicity or culture
- Actively engage with, and contribute to, a thriving Southern Lakes community

HEALTH & SAFETY

QAC's vision is to achieve zero harm to those who visit and work within our airport community, including employees, suppliers and visitors.

We expect our suppliers to:

- Demonstrate personal leadership by engaging in safe behaviour at all times and adhering to all procedures, rules and regulations relating to their work
- Adopt safe work practices that protect the Health, Safety and Security of themselves, other employees, contractors and visitors

- Report all near misses, accidents, injuries and Health, Safety and Security concerns promptly and accurately to an appropriate manager
- Actively participate in Health, Safety and Security meetings and discussions

SUSTAINABLE BUSINESS

Responding to climate change, supporting our people and community, and ensuring we are a resilient and responsible business is incredibly important to us.

At a minimum we expect our suppliers to:

- Be familiar with and support QAC's Sustainability Strategy
- Conduct their business in accordance with all applicable laws and regulations regarding the protection and preservation of the environment
- Endeavor to measure and reduce greenhouse gas emissions and require their subcontractors to do so
- Commit to reducing and eliminating waste to landfill and require their subcontractors to do so
- Support our region to thrive