

Group Policy



Sustainability

1.0 Intent

- 1.1 Air New Zealand recognises that its growth and success and the success of New Zealand are linked. To sustainably grow our business, we aspire to put sustainability at the heart of our business strategy and business conduct. We are committed to a purpose that's bigger than just our airline, to enrich our country by connecting New Zealanders to each other and New Zealand to the world.
- 1.2 The purpose of this Policy is to set out guiding principles to help deliver our sustainability ambitions and improve our sustainability performance. It defines our commitment to ambitious action on decarbonisation and sustainability more broadly by reducing the environmental impacts of our operations across the global value chain, continuously improving performance and efficiency, safeguarding and protecting the environment, and supporting our employees and communities. It is supplemented with the Sustainability Framework and Position Statements.

2.0 Scope

- 2.1 This is an Air New Zealand Group Policy which applies to all employees, contract workers and other representatives of the Air New Zealand Group of Companies across its Regional, Domestic and International operations.
- 2.2 It includes all aspects within the pillars of Air New Zealand's Sustainability Framework (Caring for New Zealanders, Genuine Climate Action, Driving Towards a Circular Economy, and Sustainable Tourism). Refer Section 4.0 for more detail.

3.0 Policy Requirements

- 3.1 Air New Zealand will take responsibility for operating in a sustainable way. We are committed to protecting and safeguarding the natural environment and caring for our employees and communities by:
 - a) Minimising the impact of our operations on the environment by minimising our use of finite resources and the release of harmful emissions to the environment;
 - b) Improving our energy performance and commitment to preserving and protecting New Zealand's natural environment for the future;
 - c) Supporting our employees by growing access to and use of employee assistance support tools;
 - d) Supporting our communities by supporting a range of charities and developing our supplier diversity;
 - e) Supporting New Zealand's economy by connecting New Zealanders to each other and the world

- and better connecting New Zealand exporters to the world;
- f) Championing sustainable tourism by endorsing Qualmark and embracing the Tiaki Promise;
- g) Supporting regional and Māori tourism through tourism industry partnerships; and
- h) Assigning clear roles and responsibilities and allocating adequate resources and support to help our people achieve our sustainability objectives.

3.2 We will achieve this by:

- a) Setting an interim Science-Based Target and implementing our decarbonisation roadmap to step us closer to our goal of net zero emissions by 2050.
- b) Setting targets and implementing targets aligned to the four pillars of Air New Zealand's Sustainability Framework.
- c) Incorporating environmental and sustainability considerations in our planning and implementation of new initiatives and business decisions.
- d) As a minimum, complying with all legal requirements and other obligations, including applicable environmental legislation, regulations and codes of practice consistent with high standards of environmental performance. This includes reporting any non-compliance to key stakeholders.
- e) Conducting business with suppliers who share our commitment to establish environmentally and socially responsible business practices and proactively improve their environmental and social performance in accordance with our Supplier Code of Conduct.
- f) Engaging and positively influencing all Air New Zealanders, as well as suppliers and customers to ensure that they understand the importance of incorporating sustainability considerations in their daily business activities and taking individual responsibility for improving sustainability performance in their workplaces and communities.
- g) Managing, reporting, operating within and continually improving the framework of our Environmental Management System, and managing to and reporting on our broader sustainability targets.
- h) Continuously improving our resource use efficiency by:
 - regularly testing the market for new energy efficient technologies, products and services to better understand new energy issues and opportunities;
 - monitoring and reviewing our environmental objectives and targets against best practice;
 - publicly reporting on our performance/progress against targets, at least annually; and
 - Recognising and aligning with global best practice frameworks and approaches such as ISO26000 Guidance on Social Responsibility, ISO14001 Environmental Management Systems and the IATA Environmental Assessment (IEnvA) program.
- i) Encouraging a culture of involvement in sustainability by ensuring employees are aware of our Sustainability Policy and are committed to implementing it.

4.0 Definitions

Sustainability Framework – Our Sustainability Framework outlines how we will implement a programme of activity to deliver on our purpose to enrich our country by connecting New Zealanders to each other and New Zealand to the world and our promise of Manaaki and taking care further than any other airline. It is made up of the following four pillars:

- **Caring for New Zealanders:** Caring for Air New Zealanders, our customers and communities, and supporting New Zealand's economy.
- **Genuine Climate Action:** Setting an interim Science-Based Target, implementing our decarbonisation roadmap to step us closer to our goal of net zero emissions by 2050, taking customers along with us on the journey, and supporting biodiversity and native forestry offsetting.
- **Driving towards a Circular Economy:** Designing and procuring with a circular mindset, reducing single-use plastics, supporting new recycling infrastructure and sustainable packaging innovation, and embedding a waste minimisation culture.
- **Sustainable Tourism:** Industry leadership and collaboration, especially in relation to Tiaki Promise and Qualmark, and supporting regional and Māori tourism.

5.0 Roles and Responsibilities

Individual responsibilities: All Air New Zealand Group employees, contractors and representatives should support the Group's sustainability principles and are encouraged to make choices within and outside the workplace to minimise impacts on the environment and support positive social outcomes.

Management: The Air New Zealand management team will be responsible for:

- Demonstrating leadership by identifying sustainability priorities that align with the Company's sustainability objectives; and
- Encouraging the consideration of sustainability principles in business practices.

6.0 Compliance

6.1 **SPEAK UP** – Employees should report any known violations of this Policy by notifying their Manager, HR Business Partner or confidentially through the Speak Up Reporting Line.

7.0 Related Documents

This Policy should be read and applied in conjunction with the Guardrails under the Empowerment Framework and all other related documents below:

- Code of Conduct and Ethics
- Supplier Code of Conduct
- Air New Zealand Sustainability Framework
- Equality, Diversity & Inclusion Policy
- Palm Oil Position Statement
- Air New Zealand Sustainable Building Guidelines
- Anti-bribery and Corruption Policy
- Air New Zealand Environmental Management System
- Health, Safety and Wellbeing Policy
- Slavery and Human Trafficking Statement

8.0 Governance and Maintenance

8.1 Policy Location

This Policy is published under the Policy Library on Korunet and is available on Air New Zealand's website.

8.2 Review Timetable

At a minimum, this Policy will be formally reviewed once every three years by the Policy Management Committee.

8.3 Contact

For queries in relation to this Policy, please contact the Sustainability Centre of Excellence at Sustainability@airnz.co.nz or email Policy@airnz.co.nz

9.0 Version History

Issue	Owner	Endorsed by	Approved by	Date
4.1	Chief Operational Integrity and Safety Officer	Chief Operational Integrity and Safety Officer	Chief Operational Integrity and Safety Officer	July 2022