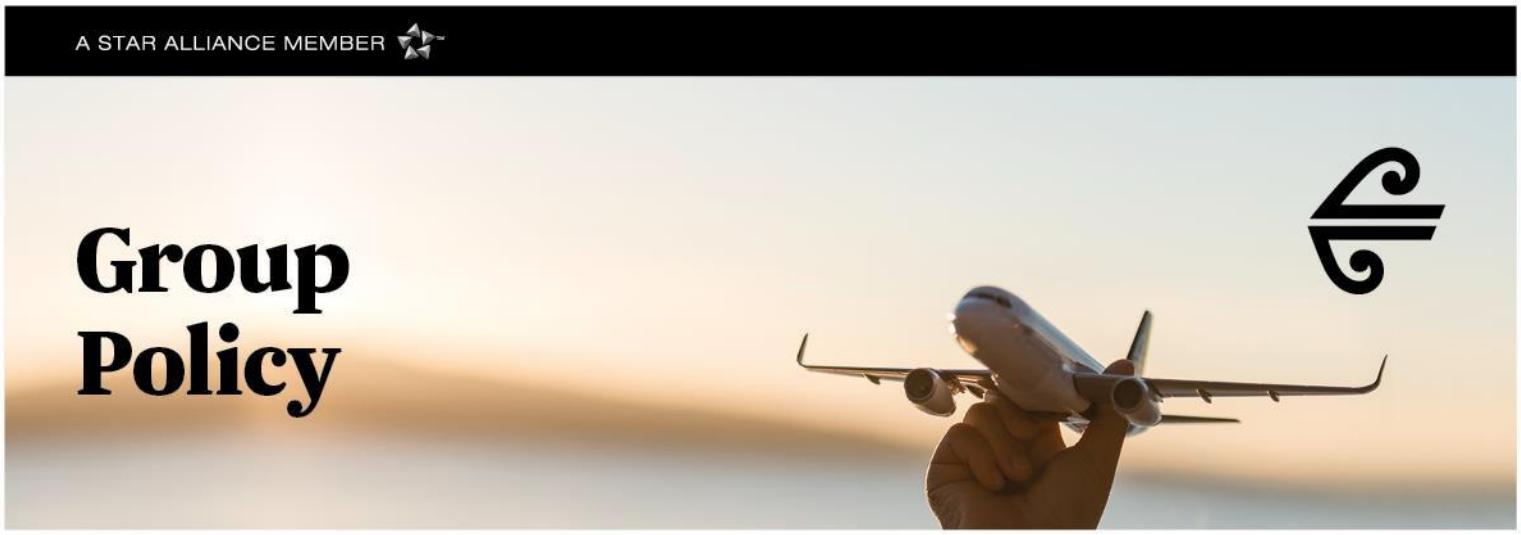

Sustainability

1.0 Intent

1.1 Air New Zealand recognises that aviation connects Aotearoa New Zealand to the world and supports our country's economic and social success. It helps people connect with each other at home and abroad and is fundamental to the ongoing success of New Zealand exports and a world class tourism proposition. However, Air New Zealand also recognises that air travel and freight create greenhouse gas emissions that are contributing to the climate crisis.

1.2 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. To help us achieve this for the long term, we aim to ensure that sustainability and climate are aligned with our business strategy and operations.

1.3 The purpose of this Policy is to set out guiding principles to help deliver our sustainability ambitions and improve our sustainability performance across the airline. It is supplemented with Air New Zealand's 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, collectively referred to as "employees".

2.2 It includes all aspects within the pillars of Air New Zealand's Sustainability Framework: ***When New Zealand thrives, we thrive too***. These are People *He Tāngata*, Planet *Te Taiao*, and Guardianship *Kaitiakitanga*. Refer to Section 4.0 for more detail.

3.0 Policy Requirements

3.1 Air New Zealand will take responsibility for operating in a way that supports our climate and broader sustainability goals as set out in the Sustainability Framework. This includes:

People *He Tāngata*:

a) We care for our people by keeping them safe, preparing for the future, and supporting all our teams to thrive.
b) We enrich the lives of our customers and are a positive part of the diverse communities we connect and serve.
c) We are responsible for our supply chain and promote positive impact and change.

Planet *Te Taiao:*

d) We are working towards net zero carbon emissions by 2050.
e) We aim to design, buy and use products and resources that support the circular economy, and actively work to reduce waste.
f) We help restore and regenerate nature in Aotearoa New Zealand.

Guardianship *Kaitiakitanga*

g) We are the caretakers of Air New Zealand for future generations.
h) We help develop Aotearoa New Zealand as a sustainable visitor destination, benefitting visitors, communities, the environment and the economy

3.2 We will achieve this by:

a) Implementing our Transition Plan to achieve net zero carbon emissions by 2050.
b) Setting work programmes and targets, as appropriate, aligned to Air New Zealand's Sustainability Framework.
c) Incorporating carbon, environmental and broader sustainability considerations in our planning and implementation of new initiatives and business decisions. This includes through the application of the Sustainability Guardrail in Air New Zealand's Empowerment Framework.
d) Publishing annual 2030 Emissions Guidance which provides a useful reference point for tracking near-term progress of actions taken under the Transition Plan. Each annual update will reflect the airline's expected net emissions in 2030 based on detailed modelling of its decarbonisation progress, external market conditions, and global and domestic policy developments.
e) Publishing a Climate Statement each year, as required by the Aotearoa New Zealand Climate Standards (NZ CS), which outlines the risks and opportunities that climate change presents for Air New Zealand across the short, medium, and long-term. This includes publicly reporting our annual greenhouse gas emissions and Transition Plan to reduce net emissions over time.
f) As a minimum, complying with all legal requirements and other obligations, including applicable environmental and broader sustainability legislation, regulations and codes of practice consistent with high standards of this includes reporting any non-compliance to key stakeholders.
g) Collaboration and partnership, recognising that many of the initiatives we are working on are complex and require input from others outside our organisation.
h) 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, Procurement Policy, and Position Statements.
i) Engaging and positively influencing all Air New Zealanders, as well as suppliers and customers, to ensure that they understand the importance of incorporating carbon, environmental and sustainability considerations in their daily business activities and taking individual responsibility for improving sustainability performance in their workplaces and communities.
j) Managing, reporting, operating within and continually improving the framework of our Environmental Management System, and managing and reporting on our broader sustainability targets as appropriate.
k) 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; and
    - recognising and aligning with global best practice frameworks and approaches such as ISO26000 Guidance on Social Responsibility, ISO14001 Environmental Management Systems, ISO 20400 Sustainable Procurement, and the IATA Environmental Assessment (IEnvA) and Sustainable Procurement programme.
l) Encouraging a culture of involvement in sustainability by ensuring employees are educated, aware and engaged in our sustainability programme of work through the Sustainability Framework and Sustainability Policy.

4.0 Definitions

Sustainability Framework – When New Zealand thrives, we thrive too. Our Sustainability Framework outlines how we will implement a programme of work to deliver on our purpose to enrich our country by connecting New Zealanders to each other and New Zealand to the world. It is made up of the following three pillars:

- **People *He Tāngata*** reflects that's we are a people business, committed to – our team, our customers, our supply chain, and the communities we connect and serve.
- **Planet *Te Taiao*** guides our actions to meet our 2050 net zero carbon emissions target, care for nature, and support the circular economy. From the fleet choices we make to waste reduction, we are aiming for meaningful change.
- **Guardianship *Kaitiakitanga*** recognises our responsibility to our airline, our investors and Aotearoa New Zealand as a whole; to ensure Air New Zealand, and the communities, trade and tourism sectors we support, remain strong well beyond the time we are in our roles as Air New Zealanders.

Transition Plan – means Air New Zealand's strategy and actions for its transition towards a low-emissions, climate resilient future. This includes the net zero carbon emissions by 2050 target and the steps taken in seeking to achieve that target.

2030 Emissions Guidance – Air New Zealand's 2030 Emissions Guidance is published annually to provide a regular and transparent assessment of our progress towards the 2050 net zero carbon emissions target.

Sustainability Guardrail – Air New Zealand's Guardrails are designed to support our employees when they're making business decisions. They provide guidance on when subject matter experts in other areas of the business should be consulted, and recognise that we all play a role in taking action, and that we are all also accountable for ensuring we help manage risk. The Sustainability Guardrail aims to support employees to take sustainability considerations into account when making business decisions.

5.0 Roles and Responsibilities

Governance

At Air New Zealand, governance of sustainability covers environmental and social matters. It is a broader concept than climate-related matters alone. Information about how climate-related risks and opportunities are governed is outlined in our Climate Statement, which can be found here.

Board of Directors

The Air New Zealand Board of Directors has overarching responsibility for sustainability – this includes, but is not limited to, climate-related matters.

Executive team

The Executive team is responsible for developing and implementing the airline's sustainability strategy. The Chief Sustainability and Corporate Affairs Officer (CSCAO) leads the Sustainability team, which provides expertise and advice to the airline about sustainability matters. The CSCAO reports directly to the Chief Executive Officer.

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

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:

- Air New Zealand Environmental Management System
- Air New Zealand Sustainability Framework
- Anti-bribery and Corruption Policy
- Code of Conduct and Ethics
- Diversity, Equality and Inclusion Policy
- Health, Safety and Wellbeing Policy
- Just Culture and Reporting Policy
- Palm Oil Position Statement
- Procurement Policy
- Modern Slavery Statement
- Supplier Code of Conduct
- Sustainable Aviation Fuel: Responsible Procurement Position Statement
- Voluntary Nature-Based Carbon Removals Position 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, or when changes are made to the airline's Sustainability Framework.

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	Approved by	Date
5.0	Chief Sustainability and Corporate Affairs Officer	Policy Management Committee	September 2025