

## Acceptable Workplace Behaviour and Equal Opportunity Policy

Waste Management NZ Limited ('WM') is committed to ensuring that it provides a working environment free from all forms of discrimination and harassment. This commitment is based, in part, on the need to ensure that WM complies with the prevailing workplace health and safety and equal employment opportunity legislation.

Furthermore, WM strives to deliver a healthy and harmonious working environment for every one of its employees and to promote professional working relationships based on cooperation and mutual respect between all employees.

WM will use its best endeavours to ensure that in the process of drafting and applying Company policies and procedures that no discrimination takes place and that all employees readily enjoy equal access to opportunities presented within the Company. This Policy of diversification and equal opportunity shall apply to all aspects of employment.

Within WM, each employment opportunity will be determined on the individual merits of the respective applicant. That is, the person selected will be the person who best satisfies the inherent requirements for the position.

WM will not tolerate any form of discriminatory behaviour or harassment, in any of its forms, within the working environment including out of workplace behaviour. Where any form of discrimination or harassment is confirmed, following the appropriate investigations, the persons implicated will be disciplined. In the case of serious discrimination or harassment, or otherwise unlawful discrimination or harassment, being identified, it may result in the termination of the persons responsible.

To facilitate this process, WM has in place the grievance handling and resolution processes (as outlined in your IEA / CEA and in accordance with the [Employment Relations Act 2000](#)) and will ensure that workplace education and awareness programs are delivered and maintained.

Where, as a result of any form of discriminatory behaviour and / or harassment, unsafe working practices or an associated illness or injury are evidenced, it may additionally constitute a breach of WM's Safety Policies.

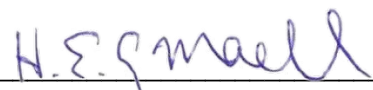
WM confirms that it is committed to delivering the following objectives through its Acceptable Workplace Behaviour and Equal Opportunity Policy:

- a) Ensuring that all employees are treated with respect and dignity and in an equitable manner,
- b) Fully utilising and developing the potential of every employee,
- c) Implement Company policies and procedures in accordance with the Acceptable Workplace Behaviour and Equal Opportunity Policy and principles,
- d) Communicate with all employees to establish an awareness, comprehension and commitment to the Acceptable Workplace Behaviour and Equal Opportunity Policy and its principles.

If you wish to discuss any matter related to this Policy, then please contact the following

- Your supporting manager in the first instance, then
- Regional Business Partner - People and Culture

This Policy will be reviewed as per date on footer

  
Approved by the Managing Director

Date: 14 November 2022