

# Human Rights Policy

Version	Date of last review	Next review date	Document Owner
1	April 2025	April 2030	Business Services Manager

## 1. Introduction

INEX is committed to upholding and promoting human rights in all aspects of our operations, in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), New Zealand legislation, and our responsibilities under Te Tiriti o Waitangi (Treaty of Waitangi). We recognise that businesses have a role in respecting, protecting, and remedying human rights impacts, and we are dedicated to fostering a culture that upholds these principles

## 2. Scope

This policy applies to all INEX employees, contractors, and suppliers. It sets out our expectations regarding human rights and ensures that we operate with integrity and respect for all people within our business and wider community.

## 3. Policy Statement

INEX is dedicated to ensuring that human rights are respected, protected, and upheld within our organisation and throughout our value chain. We commit to preventing human rights abuses, promoting fairness and equity, and fostering an inclusive and safe work environment for all.

## 4. Objectives and Targets

INEX aims to:

- Ensure full compliance with New Zealand’s human rights laws and international standards.
- Integrate Te Tiriti o Waitangi principles into business practices, ensuring equitable outcomes for Māori.
- Promote gender equity and women’s empowerment within the workplace.
- Regularly assess and mitigate human rights risks within our operations and supply chain.
- Provide an effective grievance mechanism for reporting and addressing human rights concerns.

## 5. Responsibilities

Senior Leadership	Accountable for ensuring this policy is upheld and integrated into business strategies
Supervisors and Managers	Responsible for implementing human rights practices in daily operations
Employees	Expected to act in accordance with this policy and report any human rights concerns.
Contractors and Suppliers	Required to comply with INEX’s human rights expectations as a part of responsible sourcing and contractual agreements.

## 6. Implementation Strategies

To uphold our human rights commitments, INEX will:

- Conduct a due diligence assessment to identify and address human rights risks, including gender equality and workplace inclusions
- Provide training and awareness programmes on human rights obligations for employees and where requested, contractors and suppliers.
- Engage with stakeholders, including iwi, industry partners, and regulatory bodies (through stakeholder engagement practices) to continuously improve our human rights practices
- Develop and enforce non-discrimination and anti-harassment policies to protect all employees.

## 7. Monitoring and Evaluation

INEX will

- Review and audit human rights practices to ensure compliance and effectiveness every two years
- Establish key performance indicators related to gender equity, diversity and inclusion.
- Report on human rights progress through INEX's sustainability report.

## 8. Feedback and Communication

INEX will enable open channels of communication regarding human rights to ensure feedback is received.

This will occur through the following:

- Open channel for feedback  
Employees, contractors and suppliers are encouraged to provide feedback through internal communication channels e.g. INEX Hub or through INEX's stakeholder complaints, grievances and request process.
- Whistleblowing Hotline  
INEX provides all employees and stakeholders with the whistleblowing hotline to raise confidential concerns regarding human rights issues.
- Stakeholder Engagement  
INEX will actively engage with employees, iwi and community partners to address concerns and improve our human rights approach
- Regular communication  
Updates to this policy and initiatives will be communicated through INEX's communication channels of the INEX Hub.

## 9. Continuous Improvement

INEX recognises that human rights commitments require ongoing efforts and will ensure the following:

- A review every five years and where required an update to this policy to align with evolving best practices
- Implement corrective actions based on human rights impact assessments or other reporting which highlights human rights needs.
- Foster a culture of continuous learning and adaptation to emerging human rights issues.

## 10. References and Appendices

Legislation	Inex Document	Guidelines
<a href="#">Human Rights Act 1993</a>	<a href="#">Gender Equity Policy</a>	<a href="#">United Nations Guiding Principles on Business and Human Rights</a>
<a href="#">Employment Relations Act 2000</a>	<a href="#">Whistleblower Policy</a>	
<a href="#">Health and Safety at Work Act 2015</a>		<a href="#">Universal Declaration of Human Rights</a>
<a href="#">Privacy Act 2020</a>		
<a href="#">Te Tiriti o Waitangi (Treaty of Waitangi) Act 1975</a>		