

## **SOCIAL COMPLIANCE POLICY**

At Triode Group Limited, we are committed to maintaining the highest standards of social compliance in all aspects of our operations. Our policy is based on the following principles:

### **1.CHILD LABOUR:**

Triode prohibits the use of child labour in any of our operations, in accordance with the International Labour Organization (ILO) Convention 138, which sets the minimum age for work at 15 years. We will not employ anyone under the age of 15, and we will only employ young workers between the ages of 15 and 18 in compliance with all applicable laws and regulations.

### **2.FORCED LABOUR:**

Triode prohibits the use of forced labour in any of our operations. We will not tolerate any form of involuntary labour, including bonded labour, human trafficking, or any other form of modern slavery. We are committed to complying with all applicable laws and regulations related to forced labour.

### **3.HUMAN RIGHTS ACT:**

Triode is committed to respecting and promoting the human rights of all employees and stakeholders. We will not discriminate against any person on the basis of race, ethnicity, gender, age, religion, sexual orientation, or any other characteristic protected by law. We will provide equal opportunities for all employees and stakeholders, and we will respect their dignity and privacy.

### **4.INTERNATIONAL LABOUR CONVENTIONS:**

Triode is committed to complying with all relevant international labour conventions, including the core conventions of the International Labour Organization (ILO). We will ensure that our operations meet or exceed the minimum standards established by these conventions, and we will work to continuously improve our practices.

### **5.EMPLOYMENT RELATIONS:**

Triode is committed to maintaining positive and productive employment relations with our employees. We will ensure that our employment practices are fair, transparent, and respectful, and we will engage in open and constructive communication with our employees.

### **6.MINIMUM WAGE:**

Triode is committed to paying all employees at least the minimum wage established by law. We will ensure that our wages and benefits are competitive and fair, and we will comply with all applicable laws and regulations related to wages and benefits.



#### **7.FREEDOM OF ASSOCIATION:**

Triode is committed to upholding the rights of workers to freedom of association and collective bargaining, as recognized by the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We respect our employees' right to join, form or not to join a trade union or workers' association, and we are committed to engaging in good faith negotiations with these organizations where they exist. We will not engage in any activities that restrict or impede the lawful activities of such organizations, and we will not discriminate against any employee for their affiliation with or non-affiliation with any such organization. We will provide a safe and supportive work environment for all employees, regardless of their union or association affiliation, and we will not tolerate any form of retaliation or discrimination against any employee exercising their right to freedom of association.

#### **8.GENDER EQUITY:**

Triode is committed to promoting gender equity in all aspects of our operations. We will ensure that our employment practices do not discriminate against any person on the basis of gender, and we will work to eliminate any gender-based barriers to employment, training, or advancement.

#### **9.TREATY OF WAITANGI:**

Triode recognizes the significance of the Treaty of Waitangi to the people of New Zealand. We are committed to respecting the principles of partnership, participation, and protection established by the Treaty, and we will work to promote meaningful engagement and collaboration with Māori communities.

#### **10.ENVIRONMENT:**

Triode is committed to minimizing our environmental impact and promoting sustainable practices in all aspects of our operations. We will comply with all applicable environmental laws and regulations, and we will work to continuously improve our environmental performance through the implementation of best practices and the adoption of innovative technologies.

#### **11.IMPLEMENTATION AND MONITORING:**

This policy applies to all Triode Group Limited employees and operations, and we will communicate this policy to all relevant stakeholders. We will implement and maintain a system of monitoring and reporting to ensure that our practices are in compliance with this policy and all applicable laws and regulations. Any violations of this policy will be promptly investigated, and appropriate corrective action will be taken.



Nathaniel Fairweather  
Managing Director  
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