

## Tait Spirit: People - Planet - Purpose

Inspired by our founder, Sir Angus Tait, who saw business profits as an opportunity to help grow communities, Tait Communications continues to embrace social responsibility as a core purpose.

This document outlines the guiding principles for Corporate Social Responsibility at Tait Communications.

### Introduction

Tait Communications' sustainability program is built around three pillars:

1. **People:** our people, the people we work with and the communities we work in depend on us to do the right thing
2. **Planet:** we strive to find ways to reduce any negative impact we may have on the environment
3. **Purpose:** the reason we exist;
  - offer solutions to our clients' problems (increasing safety and productivity)
  - positively contribute to our communities and the environment
  - contribute to the development of the industry in which we work,
  - as well as the individual reasons (personal motivations) for why we do what we do.

For us, Corporate Social Responsibility is not about simply complying with legislation and conformance policies. It's about doing the right thing. We want others to see our commitment to 'people, planet, purpose' as a genuine business proposition and a meaningful commitment to a better world.

Tait colleagues around the world consider people, planet and purpose in our everyday interactions and decision-making. We aspire to be leaders in social responsibility.

### Mission

We are dedicated to delivering one key company-wide CSR initiative each year and to raising awareness of all CSR activities that Tait is involved in. We ensure that our commitment to this manifesto is global not local.

### Scope

This manifesto applies to all Tait Communications colleagues.

### What this manifesto means for you...

#### People (colleagues, clients and communities)

We know that our colleagues want to do the right thing by each other, our clients and our communities. For that reason, we all adhere to our [Business Conduct and Code of Ethics \(Doc 4285\)](#).

We are committed to enhancing and promoting workplace diversity. Evidence shows that we can learn more from those who are different to us than from those who are the same. We believe that having a diverse workforce allows us to draw on a wide range of perspectives that help to drive

innovation and competitive advantage. A diverse workforce not only leads to better business results but also makes Tait Communications a more enjoyable place to work.

We value the communities in which we live and work. Our reputation is important to our brand and to us personally. We recognise the significance of safe and resilient communities and strive to be a responsible partner in the communities in which we and our clients operate. We do this by supporting our communities financially and by volunteering our time.

Tait colleagues are able to volunteer on company time for approved causes.

## **Planet (The Environment)**

"I believe taking action on our environmental sustainability is vital for New Zealand and the world." – Sir Angus Tait

Good environmental practices and the impact that our operations have on our environment are of great importance to Tait. We are committed to adopting responsible practices and aim to leave the planet in a better state than we found it in. Please refer to the [Tait Environment](#) space.

### **Purpose**

Fundamentally, our clients seek to make their communities safer – so, by extension, that is the purpose that drives us, too.

We exist as an organisation to help solve our clients' problems through the innovative use of critical communication solutions, and, while we may be a technology business, the wellbeing and fair treatment of people sits at the core of everything we do.

The choices we make every day are founded on that ethos: our colleagues, partners, suppliers, clients and communities always get "the best of Tait".

We strongly support our founder's vision "...to create an industry, not just a business" so our social obligations go beyond our own commercial success. Through the Tait Foundation we are committed to donating a substantial percentage of our profits to charities every year, and people across our organisation regularly make person contributions to good causes all over the world.

More generally our CSR purpose can be explained in seven simple terms:

- We will comply with all relevant laws, regulations and environmental policies in every country in which we operate
- No employee will suffer harassment, physical or mental punishment, or any other type of abuse. Employees will be given adequate, safe and healthy working conditions including wages and working hours that comply with relevant local laws and regulations.
- Employees will not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances and then with their consent or where the nature of the position requires such work, such as for exempt employees and employees in executive, managerial or professional positions. In countries where the maximum work week is shorter, that standard shall apply. Employees shall be allowed at least one day off during every seven day work week.
- We will never use or support the use of forced labour. Forced, bonded (including debt bondage) or indentured labour; involuntary prison labour; slavery or trafficking of persons shall never be tolerated. This includes transporting, harbouring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labour or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities. As part of the hiring process, workers will be provided with a written employment agreement in their native language

that contains a description of terms and conditions of employment prior to the worker departing from his or her country of origin. Employment is voluntary and employees shall be free to terminate their employment at any time. Tait commit to only working with licensed recruitment agents who comply with all applicable labour laws and company codes of conduct. Employers and agents may not hold or otherwise destroy, conceal, confiscate, or deny access by employees to employees' identity or immigration documents, such as government-issued identification, passports, or work permits, unless such holdings are required by law. Workers shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

- Tait will not use child labour. The term "child" refers to any employed person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace learning, internship, and other similar programs which comply with all laws and regulations applicable to such programs. Employees under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety including night shift and overtime. Tait shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable law and regulations, and will provide appropriate support and training to all student workers. In the unlikely event that an instance of child labour is discovered, the matter will be referred to the General Manager Corporate for immediate corrective action.
- All goods and services will be supplied in accordance with any quality and safety criteria specified in the relevant contracts and will be safe when used for their original purposes
- No illegitimate means will be used to guarantee the supply of goods and services

We require our suppliers, subcontractors, clients and partners to comply with every aspect of our CSR purpose.

## Related Documents

[Business Conduct and Code of Ethics \(Doc 4285\)](#).

[Tait Environmental Policy \(Doc 2613\)](#)

## More Information

For more information about our Corporate Social Responsibility Manifesto, contact your local HR representative.