

Social Compliance Policy

This statement reflects Daiken New Zealand Group's human rights and labour standards policy.

General provisions

Daiken NZ Group values ethical trade and responsible employment practices and aligns to those companies adhering to the conventions of the International Labour Organisation (ILO) and the Ethical Trading Initiative's (ETI) Base code. The standards outlined below reflect the values we uphold in our own policies, and that which we expect of our suppliers and partners.

- Employment is freely chosen
- Freedom of association and the right to Collective Bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Fair Wages are paid
- Working Hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed
- Business Integrity.

Employment standards of New Zealand

In addition to the above human rights and labour standards, Daiken NZ Group also complies with the required Employment Standards of New Zealand.

Privacy Standards

With regard to the sound, ethical and responsible employment of workers, DNZ also adheres to the Privacy Principles of New Zealand in the collection, protection, use and disclosure of its worker's private information. This includes compliance with the Privacy Act 1993 and amendments.



Working with our Partners

Daiken NZ Group requires its suppliers and other partners to understand, accept and be aware of our policy and all applicable laws and communicate this policy to all its employees, contractors, suppliers and workers engaged in the supply chain.