

Human Rights

Introduction

Our Member companies are an integral part of New Zealand's agricultural sector. In order to manufacture fertiliser used by farmers around New Zealand, each Member purchases raw material and processed products come from around the world. For many years, Members have engaged with local communities and stakeholders through overseas and domestic supply chains.

Best Practice Guidelines

Our Members have adopted the **United Nations' Guiding Principles on Business and Human Rights (UNGPs)** and the **Human Rights chapter of the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises** as guiding frameworks across all their supply chains. These frameworks help guide identification, understanding, and response to human rights issues connected to supply chains.

For example:

- The **UNGPs on Business and Human Rights** are a set of guidelines for States and companies to prevent, address and remedy human rights impacts that are linked to, contributed to, or caused by supply chains or other business activities.
- The **OECD Guidelines for Multinational Enterprises** are recommendations addressed by governments to multinational enterprises operating in or from OECD countries (including New Zealand). They provide non-binding principles and standards for responsible business conduct in a global context consistent with applicable laws and internationally recognised standards.

Our Members comply with all applicable laws.

Our Members' Commitment

In adopting these frameworks, our Members are committed to demonstrating best practice in business and human rights matters and take a responsible approach with all of overseas and domestic supply and purchasing decisions.

Our Members are committed to doing business with suppliers who have aligned values and a strong commitment to ethical standards regarding business conduct, workplace health and safety, environmental protection, human rights, fair pay and conditions and economic sustainability. These are reflected in Members' Supplier Codes of Conduct, which focus on the following social values:

- **Health and safety** – Proactively establishing and maintaining standards of safety, health, environmental and occupational health management.



- *Freely chosen employment* – Prohibiting use of forced or bonded labour in breach of international conventions.
- *Child labour* – Prohibiting employment of children in violation of International Labour Organisation Conventions
- *Discrimination* – Not unlawfully discriminating in any manner on the basis of race, ethnic background, age, religion, gender, sexual orientation or disability.
- *Freedom of association* – Respecting the right of employees to be represented by trade unions and other bona fide representatives of employees, and engage in constructive negotiations with such representatives with a view to reaching agreements on employment conditions.

Where Members become aware of potential human rights impacts connected to our supply chains, they are committed to responding to these concerns in accordance with the principles contained within the UNGPs and OECD Guidelines. Our Members commit to consider any human rights concerns without delay via the appropriate grievance channels.

Members' approaches to human rights are integrated within existing business practices.

Members' policies encourage employees to report any known or suspected incidents of wrongdoing within the company.

For more information

Visit the Fertiliser Association of New Zealand website at www.fertiliser.org.nz or email us at info@fertiliser.org.nz

