

He kaupapa here nā Vodafone New Zealand Ltd

Ko te whakamana i ngā mātāpono o Te Tiriti o Waitangi

Te mahi ki Vodafone



He Kaupapa Here Arowhānui

Whāinga/Tūraru

E whakaae ana a Vodafone New Zealand ko Te Tiriti o Waitangi te tuhinga tūāpapa o Aotearoa. E whakaae ana a Vodafone ka arahina ā tātou mahi katoa e ngā mātāpono o Te Tiriti o Waitangi.

E ngākau titikaha ana a Vodafone ki te whakamana i Te Tiriti, ki te mahi hoki e ai ki tētahi anga whakahaere e taea ai tana whakaatu me tana whakanui i te ahurea kanorau o Aotearoa. E whakaae ana a Vodafone he tūanga motuhake tō te Māori hei tangata whenua, otirā e ngākau titikaha ana ki te hāpai i tā te Māori whai wāhi, whai tūanga hoki ki te whakahaere.

Ka āta whai a Vodafone i ngā huarahi e mahi tahi ai ki te Māori hei tangata whenua o Aotearoa.

E whai whakaaro ana tēnei kaupapa here ki Te Tiriti o Waitangi i ōna reo e rua, tae atu ki ngā whiti katoa o roto.

Tumu Kaupapa Here

EA Director

Rich Llewellyn

Poutoko Kaupapa Here

Pou Whakawhanake Māori

Kirstin Te Wao

Te Putanga/Te Rā

Oketopa 2020

Te Aronga me te Hāngaitanga

E hāngai ana tēnei kaupapa here ki ngā kaimahi katoa o Vodafone New Zealand, ki ngā mātanga hāpai, ki ngā kaikirimana, ki ngā kaiwhakarato, ki ngā kaimahi āpiti, tae atu anō hoki ki ētahi atu kāhui o waho ka whakakanohi i a tātou, ka mahi tahi rānei ki a tātou.

E whai whakaaro ana tēnei kaupapa here ki:

- Te Whakapuakitanga o te Rūnanga Whakakotahi i ngā Iwi o te Ao mō ngā Tika o ngā Iwi Taketake, e whakamatua nei i ngā reo taketake.
- Te ture Bill of Rights Act 1990, i hua mai ai te kaupapa ture o Aotearoa.
- Te ture Human Rights Act 1993, e aro nei ki te whakahāwea.
- Te ture Treaty of Waitangi Act 1975

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1. Ngā Whakamārama

Te Tiriti o Waitangi

Ko Te Tiriti o Waitangi tētahi o ngā tuhinga tūāpapa o Aotearoa e aro nui ana ki te hononga ōkawa i waenga i te Māori me te Karauna (te Kāwanatanga o Aotearoa) i whakaritea mai ai i te tau 1840. Mohoa nei, kua whakamanatia Te Tiriti hei wāhanga o te kaupapa ture o Aotearoa.

Tangata Whenua

Ko tōna whakamāoritanga, ko te tangata, ko ngā tāngata rānei o te whenua; ko ngā tāngata e whai hononga ā-whakapapa ana ki tētahi rohe; he mea whakawehe anō i te hunga whakamanuhiri, i ngā manuhiri tonu. Mō te wāhi ki tēnei kaupapa here, e kōrero ana te tangata whenua mō te Māori hei iwi taketake o Aotearoa.

Tangata Tiriti

Ko tēnei mea te tangata tiriti e kōrero ana mō ngā tāngata katoa kei Aotearoa e noho ana, kāore ō rātou whakapapa Māori. Nā Te Tiriti o Waitangi i hua ai tētahi hononga i waenga i te Māori me te Karauna, nā reira i taea ai e ngāi whakapapa Māori kore te toro mai, te noho mai rānei ki Aotearoa.

2. Ngā Mātāpono

E takoto mai ana i te wāhanga e whai ake nei ko ētahi whakamāoritanga ki ngā mātāpono o Te Tiriti i tīkina mai ai i tā te Vodafone Foundation kaupapa here kua tapaina ko 'Honouring the Principles of the Treaty'.

E rere nei ngā mihi a Vodafone ki tētahi mema Poari o te Vodafone Foundation kua rītaia, he mātanga i te ao mātauranga anō, ki a Ahorangi Mānuka Henare, otirā ki tana wāhi i te whanaketanga mai o tā te Vodafone Foundation kaupapa here.

2.1 Te Wāhanga Whakataki

Kei roto tonu i te wāhanga whakataki o te tuhinga reo Māori o Te Tiriti o Waitangi tētahi mātāpono matua mō te whanaketanga ā-ohanga ki tua, me te aha, e whakaae nei mātou he wāhi nui tēnei ki te tino rangatiratanga o te Māori.

2.2 Whiti 1: Te Kāwanatanga Whakahōnore

Ko tēnei mea te "kāwanatanga whakahōnore" e whakaata ana i te āhua o tā ngā tāngata tiriti (pēnei me ngā poari kāwanatanga o Vodafone) whakatinana i ngā mātāpono o Te Tiriti e ai anō ki ngā Whiti 2, 3 me te 4 o Te Tiriti.

2.3 Whiti 2: Rangatiratanga

Ko te rangatiratanga te mātāpono o te mana motuhake, ā, e hāngai ana ki te huarahi e taea ai e tētahi iwi, e ētahi tāngata, e te tangata takitahi rānei te whakahaere tōna anō ao.

2.4 Whiti 3: Ōritetanga



Ko te mātāpono o te ōritetanga e kōrero ana mō te tika o te whakakanohitia ā-tinana, ā-whakaaro anō hoki o te tangata whenua me te tangata tiriti.

2.5 Whiti 4: Ngā Tikanga me ngā Ritenga

E tiakina ai ngā tikanga Māori, me mātua whai ngā tāngata tiriti katoa ki te hāpai, ki te tautoko hoki i te oranga o te Māori mā te ako, mā te whakatinana hoki i ngā tikanga, i ngā kawa, i ngā whakaponu, i ngā uaratanga Māori anō hoki.

3. Ngā Taipitopito Kaupapa Here

Ko ngā taipitopito o tēnei kaupapa here e arahina ana e ngā mātāpono o Te Tiriti e rārangi mai ana i runga nei. Ko tā ngā oati e whai ake nei he ārahi, he tautoko hoki i ngā mahi a ngā kaimahi o Vodafone me te whānuitanga o ērā atu e whai pānga ana ki tēnei kaupapa here, i a rātou e mahi tahi ana ki te tangata whenua, kaimahi mai, kiritaki mai, hoa rangapū mai, mema hapori mai anō:

- 3.1 Ina kōwhiri ai a Vodafone kia mahi tahi ki te tangata whenua, e oati ana anō ia ki te whakawhanake i tana māramatanga ki ngā mātāpono o Te Tiriti, me te āhua e whakaūngia ai i tētahi horopaki ā-pakihi.
- 3.2 E ngākau titikaha ana a Vodafone ki te whai i te huarahi e tika ai te arohia me te whakaūngia o ngā mōtika me ngā pānga o te Māori hei ngā wā e hāngai ana ki ngā taonga pēnei i te whenua, i ngā iarere, i ngā raraunga whaiaro hoki.
- 3.3 I raro i tana Diversity & Inclusion Policy, e ngākau titikaha ana a Vodafone ki te whakaū i te tika o te whai wāhitanga atu o te Māori ki roto i ana mahi whakahaere.
- 3.4 Ka whai ana a Vodafone ki te whakauru i ngā tikanga, i te reo, i te tirohanga Māori rānei ki roto ki ana hōtaka mahi, ki ana rawa, ki ana ratonga rānei, ka whāia ngā huarahi kia tōia mai ai ngā pūkenga e tika ana hei whakaiti, hei whakakore rānei i te tūpono ka hua te whānako ā-ahurea.
- 3.5 E oati ana a Vodafone ki te kōkiri tonu i te whanaketanga, i te whakatangatawhenuatanga me te whakamahinga o te reo, o ngā tikanga, o ngā tirohanga Māori anō, puta noa i te whakahaere o Vodafone, i tana hapori whānui anō hoki.
- 3.6 E ngākau titikaha ana a Vodafone ki te whakarite mai i tētahi taiao e haumarua ana, otirā e rāhiri ana i te ahurea, e wātea ai te Māori ki te kuhu mārika ki ngā mahi me ngā kaupapa a Vodafone. Me ka pāngia te Māori e ngā whanonga, e ngā waiaro tūkino rānei, ka taea te whāki atu mā te whai i tā Vodafone tukanga 'speak-up'.
- 3.7 E oati ana a Vodafone ka arohia, ka whai wāhi anō hoki ngā pakihi Māori ki te whanaketanga o ngā hōtaka mahi me ngā hononga, e hou ana, ā, me ērā anō kua whakaūngia kētia.
- 3.8 Ka aro nui a Vodafone ki te whanaketanga me te whai wāhitanga atu o ngā pakihi Māori hei kaiwhakarato, me te tō atu i a rātou ki roto ki ngā tukanga me ngā pae hokohoko.
- 3.9 Ka tonoa peatia ngā kaiwhakarato hou, ā, me ngā kaiwhakarato kua whakaūngia kētia, kia whakaaturia ō rātou ngākau titikaha ki te mahi tahi ki ngā pakihi Māori hei wāhanga o ō rātou haepapa ā-pāpori.



- 3.10 Me e taurite ana ngā āhuatanga katoa o ngā kaiwhakarato e whakaarohia ana, ka whakatau pea a Vodafone kia whakamatuahia ko ngā kaiwhakarato hou, ko ērā rānei kua whakaūngia kētia, e taea ana tā rātou whakaatu i te ngākau titikaha ki te mahi tahi ki ngā pakihī Māori.

4. Te Tukanga Arotake

- 4.1 Ka tukuna he pūrongo mō ngā rautaki me ngā mahere mahi ka whakaritea e ai anō ki tēnei kaupapa here ki te Rangapū Whakahaere o Vodafone i ia tau, otirā ka tuhia anō pea he kōrero ki te Pūrongo Toitū ā-tau.
- 4.2 Ka arotakehia tēnei kaupapa here e te Poutoko Kaupapa Here, ka mutu, mēnā e tika ana, ka whakahoungia i ia rua tau, ka auau ake rānei.

5. Te Rārangi Putanga

Putanga	Te Rā	Ngā Panonitanga	Ngā paearu ka pāngia	He mea whakaae nā
0.1	10/06/2020	First draft	N/a	Draft only
0.2 – 0.4	29/06/2020 – 07/07/2020	Stakeholder feedback added	N/a	
1.0	08/07/2020	Policy Approved	N/a	Juliet Jones
1.1	05/10/2020	Te reo Māori version added	N/a	

Vodafone New Zealand Ltd Policy

Honouring the principles of Te Tiriti o Waitangi



Working at Vodafone

Global Policy Standard

Objective/Risk

Vodafone New Zealand acknowledges the Treaty of Waitangi/Te Tiriti o Waitangi as a founding document for Aotearoa, New Zealand. Vodafone acknowledges that the principles of the Treaty of Waitangi/Te Tiriti o Waitangi guide and inform our practice.

Vodafone has made a commitment to honouring the Treaty/Te Tiriti and operating within a framework which allows us to express and celebrate the cultural diversity of Aotearoa New Zealand. Vodafone acknowledges the unique position of Māori as tangata whenua and is committed to enhancing Māori contribution to, and participation in, the organisation.

Vodafone actively seeks out opportunities to partner with Māori as tangata whenua of New Zealand.

This policy acknowledges the two texts of Te Tiriti o Waitangi, The Treaty of Waitangi and the articles within.

Policy Owner

EA Director

Rich Llewellyn

Policy Champion

Head of Māori Development

Kirstin Te Wao

Version/Date

October 2020

Scope and Compliance

This policy applies to all Vodafone New Zealand employees, consultants, contractors, suppliers, agency staff and any other outsourced teams who are representing or working with our business.

This policy acknowledges:

- The UN Declaration of the Rights of Indigenous Peoples, which gives precedence to indigenous languages.
- The Bill of Rights Act 1990 which forms New Zealand's Constitution.
- The Human Rights Act 1993 which addresses discrimination.
- The Treaty of Waitangi Act 1975



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1. Definitions

Te Tiriti o Waitangi | The Treaty of Waitangi

The Treaty of Waitangi/Te Tiriti o Waitangi is a founding document of Aotearoa, New Zealand which recognizes the formal partnership between Māori and the Crown (the New Zealand Government) which was established in 1840. Today the Treaty/Te Tiriti is recognized as part of New Zealand's Constitution.

Tangata Whenua | People of the Land

The literal meaning is person or people of the land; people belonging to a tribal region; and refers to hosts as distinct from visitors. For the purposes of this policy, tangata whenua refers to Māori as the indigenous people of Aotearoa, New Zealand.

Tangata Tiriti | People of the Treaty

Tangata tiriti refers to all peoples residing in New Zealand of non-Māori descent. The Treaty of Waitangi/Te Tiriti o Waitangi established a partnership between Māori and the Crown enabling all people of non-Māori descent to visit and/or reside in Aotearoa, New Zealand.

2. Principles

The following section sets out a set of interpretations of the principles of the Treaty of Waitangi/Te Tiriti o Waitangi which are derived from the Vodafone Foundation's 'Honouring the Principles of the Treaty' policy.

Vodafone wishes to acknowledge retired Vodafone Foundation Board member and scholarly expert on Te Tiriti o Waitangi, Professor Mānuka Henare, and his contribution to the development of the Vodafone Foundation's policy.

2.1 Preamble

The preamble of the Māori language version of Te Tiriti o Waitangi has within it a key principle of future economic development, which we acknowledge is key to supporting the self-determination of Māori.

2.2 Article 1: Honourable Governance

The term "honourable governance" describes the ways in which tāngata tiriti (such as Vodafone's governance boards) work towards giving effect to the Treaty/Te Tiriti principles in line with Articles 2, 3 & 4 of the Treaty/Te Tiriti.



2.3 Article 2: Agency and Self-Determination

Rangatiratanga is the principle of agency and self-determination, and is the process by which a nation, people or individual is able to control their own life.

2.4 Article 3: Equity and Participation

The principle of equity and participation refers to the effective representation, physically and conceptually of tangata whenua and tangata tiriti.

2.5 Article 4: Māori customs shall be adhered to and protected

The protection of Māori customs creates an obligation for all tangata tiriti to actively enhance and support Māori wellbeing, through the acquisition of knowledge, and practical application of Māori customs, protocols, beliefs and values.

3. Policy Details

The details of this policy are guided by the principles of the Te Tiriti outlined above. The following set of commitments are intended to give guidance to, and inform the practice of Vodafone employees and all others to whom this policy applies, when engaging with tangata whenua whether as employees, customers, partners and/or community members:

- 3.1 Where Vodafone chooses to engage with tangata whenua, it also commits to developing its understanding of the principles of the Treaty/Te Tiriti and how this could be applied in a business context.
- 3.2 Vodafone is committed to ensuring appropriate measures are taken to ensure Māori rights and interests are appropriately considered and acted upon where taonga (treasures) such as land, spectrum and personal data are concerned.
- 3.3 Vodafone is, under its Diversity & Inclusion Policy, committed to ensuring effective representation and participation of Māori within its organisational practise.
- 3.4 Where Vodafone chooses to integrate Māori culture, language or philosophies into its work programmes, products or services, appropriate measures will be taken to ensure the necessary expertise is sought in order to mitigate and/or eliminate risks of cultural appropriation.
- 3.5 Vodafone commits to the ongoing organizational development, normalization and use of Māori language, practices and philosophies across the Vodafone business and community.
- 3.6 Vodafone is committed to creating a culturally safe and inclusive environment for Māori to fully participate and engage in Vodafone activities and initiatives. Any instances of unsafe behaviours and attitudes towards Māori can be reported using Vodafone's speak-up process.
- 3.7 Vodafone commits to ensuring Māori businesses are considered and included in the development of new or existing work programs and partnerships.



- 3.8 Vodafone shall work towards the development and participation of Māori businesses as vendors, to be included within its procurement processes and platforms.
- 3.9 Vodafone may require new and/or existing suppliers to demonstrate their commitment to working with Māori businesses as part of their organizations social responsibilities.
- 3.10 Where all areas between potential suppliers are equal, Vodafone may choose to prioritize working with new and/or existing suppliers who can demonstrate their commitment to working with Māori businesses.

4. Review Process

- 4.1 Strategies and action plans developed in line with this policy will be reported on annually to the Vodafone Executive Team and may be reported within the annual Sustainability Report.
- 4.2 This policy will be reviewed by the Policy Champion and if necessary, updated, at a minimum, biennially.

5. Version Control

Version	Date	Changes	Other standards affected	Approved by
0.1	10/06/2020	First draft	N/a	Draft only
0.2 – 0.4	29/06/2020 – 07/07/2020	Stakeholder feedback added	N/a	
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