

Integrit-e Statement

Last updated December 2005

1. Policy Statement

Air New Zealand expects of its employees high standards of business conduct.

Air New Zealand expects each employee to act legally, ethically and with integrity in a manner consistent with Air New Zealand's policies, guiding principles and values.

2. Application

This policy applies to all Air New Zealand employees throughout the world.

3. Acting Legally

We are committed to complying with all relevant laws that affect our operations.

Refer to Air New Zealand's Group Compliance Policy for more information on employees' responsibility to comply with all applicable laws.

4. Acting Ethically and with Integrity

Acting within the law is not always enough. We are committed to making decisions that are ethical, conducting ourselves with integrity and demonstrating that our honesty is beyond question.

We will not do anything to bring Air New Zealand's image into disrepute.

5. Compliance with Corporate Policies

All employees have a responsibility to familiarise themselves with and comply with all policies that are applicable to their job.

6. Guiding Principles

The actions and statements of Air New Zealand's people, whether to customers, suppliers, competitors or employees, can impact on the way people see Air New Zealand and whether they choose to do business with us.

At Air New Zealand:

- Our workplaces will be fun, energising and where everyone can make a difference
- We will work together as a great team committed to the growth and vitality of our company and New Zealand
- We will be customers' airline of choice when travelling to, from and within New Zealand
- We will build our competitive advantage through the creativity and innovation of our people
- We will champion and promote New Zealand and its people, culture and business at home and overseas

7. Values

Employees are expected to make ethical decisions that are aligned with Air New Zealand's values. Along with our policies and guiding principles, Air New Zealand's values are key guideposts to "the way we do business":

- *Passion for customers*
- *Engaged and enthusiastic personality*
- *Open communication*
- *Performance and continuous improvement*
- *Leadership*
- *Excellence in everything we do*

Policy Authorised by:



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