

## Vodafone New Zealand Foundation Honouring the Treaty Policy

### **Purpose**

The purpose of this policy is to describe the intended ongoing development of the Vodafone NZ Foundation in relation to Te Tiriti o Waitangi and outline the organisational framework for action.

### **Policy**

The Vodafone Foundation, acknowledges that the treaty is a foundational document for Aotearoa New Zealand and as an organisation based in Aotearoa we understand that the principles guide and inform our practice.

The Vodafone New Zealand Foundation has made a commitment to honouring the constitutional and conceptual Treaty framework we operate within. This framework allows the Foundation to express and celebrate the cultural diversity of Aotearoa New Zealand, while acknowledging the unique position of Māori as Tangata Whenua and the need to enhance Māori contribution and participation in the governance and operations of the organisation.

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

### **Preamble - Te Atanoho**

The preamble of the Maori language version of Te Tiriti o Waitangi has within it a key principle of economic development of business future: the Maori philosophical idea of a good life.

“Kia tohungia ki a ratou o ratou o te rangatiratanga me tou ratou whenua, kia mau tonu hoki Rongo kia ratou me te Atanoho.” This is rendered as Queen Victoria’s desire “To preserve to them their full authority as leaders (rangatiratanga) and their country (tau ratou whenua), and that lasting peace (Terongo) may always be kept with them and their continued life as Maori people (Atanoho Hoki).

### **Article 1: Kāwanatanga: Honourable Governance**

The term honourable governance describes the ways in which those on the Crown side of the Treaty relationship (such as boards) work towards meeting their Treaty responsibilities, as described in Articles 2, 3 & 4.

### **Article 2: Rangatiratanga: Maori Agency and Self-Determination**

Rangatiratanga is the principle of self-determination. This requires us to examine internal behaviour and understand the role of Te Tiriti in our work. It requires the Vodafone New Zealand Foundation to recognise and support Maori self-determination.

### **Article 3: Oritetanga: Equity and Participation**

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

### **Article 4: Tikanga and Ritenga: Māori customs shall be adhered to and protected**

The protection of Maori customs creates an obligation for the Vodafone New Zealand Foundation to actively enhance and support Māori well being, by being familiar with Māori customs, protocols, beliefs and values.

We acknowledge the aspirational nature of this document and our commitment to ongoing improvement in practice.

**Procedure**

This policy can be applied in practical ways across the organisation, including:

1. Active endorsement, validation and respect for cultural values, knowledge and diversity, with a focus on partnership and manaakitanga
2. Maintenance of a training programme for the board and staff that will deepen organisational understanding of Te Tiriti o Waitangi and Maori tribal systems (whanau, hapu, Iwi, Maori and Maori entities). This may include Te Reo Maori, tikanga, waiata and Te Tiriti training.
3. Policy and procedural development processes that are representative of tangata whenua and tangata tiriti views
4. The deliberate and consistent involvement of external expertise from both tangata whenua and tangata tiriti communities in decision making processes. This includes active participation in grant allocation panels, board governance and operational staffing where possible and practicable.
5. A commitment to inclusivity. This includes ambi-cultural and bilingual information and applications, multiple methods of engagement and a long-term approach to relationship building.
6. A commitment to support, recognise and understand Māori worldviews and concepts of wellness, including Mana Wairua, Mana Tangata, and Mana Whenua.

The Vodafone Foundation acknowledges the aspirational nature of this policy and procedure and we are committed to a learning journey.