

# SUPPLIER CODE OF CONDUCT

## Modern Slavery Code of Conduct

Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as:

- Slavery
- Servitude
- Forced and compulsory labour
- Forced marriage
- Debt bondage
- Human trafficking

whether in adults or children, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under Australian modern slavery legislation. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we may include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery, servitude or debt bondage, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

## Responsible Procurement Code of Conduct

We actively promote Environmental, Social and Corporate Governance (ESG) practices in our supply chain. As part of this process, we:

- May include specific provisions in supplier agreements directed toward ensuring compliance with ESG safeguards.
- Expect suppliers to measure and continually improve their ESG practices.

We are committed to conducting business in an open and accountable way and we expect our suppliers to:

- Act in an ethical, fair and professional manner, both internally and externally, including with regards to how the community is affected by their business.
- Not offer gifts to gain improper advantage or preferred treatment in the supplier's business dealings.
- If possible, avoid (but always declare) any conflicts of interest that may impact commercial arrangements between the supplier and us.

We are committed to promoting a culture of health and safety awareness that ensures risks in the workplace are eliminated or controlled and we expect our suppliers to:

- Comply with all health and safety laws and regulations.
- Take proactive measures to prevent workplace risks (including providing appropriate training to enable workers to perform their jobs safely).

We are committed to providing an environment in which employees have equal access to opportunities available at work, are treated with fairness and respect, and are not judged by unlawful or irrelevant reference to their attributes and we expect our suppliers to:

- Demonstrate respect for and not discriminate any person or entity differences such as gender, race, colour, age, disability, sexual orientation, ethnic origin and religion.
- Actively seek gender equality (including equal participation of women and men) in their workplace or comply with Workplace Gender Equality Agency reporting requirements as applicable.

We are committed to the principles of Equal Employment Opportunity (EEO) in the workplace and promoting a positive work environment which values equal opportunity free of unlawful discrimination, bullying, or harassment. We expect suppliers to:

- Implement an EEO policy.
- Provide an environment where people are treated lawfully, equally and with dignity and respect.
- Promote a culture in which there is no tolerance of unlawful discrimination and harassment.
- Provide fair pay and working conditions for employees including adequate rest periods, leave and minimum wage requirements.
- Make provision for parental and carer's leave as required by law.

Our suppliers must comply with all applicable laws and regulations.

**This Code of Conduct applies to all suppliers and all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.**