

Supplier Code of Conduct

Our Commitment

Mulpha Australia Limited and its subsidiaries are committed to promoting ethical, environmental and social standards throughout our supply chains. We aim to align our business strategy and grow our business in an ethical way that promotes human rights and a positive impact to the environment and local communities.

Supplier Expectations

As part of our ongoing commitment to operate responsibly, and to ensure we engage suppliers who are aligned with these commitments, Mulpha has certain expectations of its suppliers, which are documented within this Supplier Code of Conduct.

We expect our suppliers to comply with our Supplier Code of Conduct. Whilst it is our intention to work with suppliers to resolve any identified non-compliance, a material breach of the Supplier Code of Conduct or ongoing non-compliance may result in Mulpha ceasing to engage with the relevant supplier.

At a high level, suppliers are expected to provide goods and services in a manner consistent with any applicable human rights obligations.

Consistent with relevant modern slavery legislation, Suppliers are expected to proactively identify, address and report on risks of modern slavery practices (defined broadly to include all forms of human trafficking, forced labour and slavery-like practices) in their business operations and supply chains.

Our Standards

Our suppliers are expected to comply with the following standards:

Compliance with relevant laws and regulations

Suppliers are expected to comply with laws and regulations in the countries in which they source, operate and supply good and services (including but not limited to relevant international laws and trade sanctions, work, health and safety, and Modern Slavery).

Labour Practices

Prevention of involuntary and underage labour

Suppliers are expected to comply with all applicable laws and regulations including laws and regulations concerning hours, compensation and working conditions.

Suppliers are expected to:

- (a) ensure that all work is undertaken without coercion;
- (a) not use any form of forced, bonded or indentured labour; and
- (b) not employ or engage workers who are below the applicable minimum legal working age.

All use of temporary and outsourced labour should be within the limits of the applicable law. Suppliers are therefore expected to:

- (a) use all reasonable endeavours to ensure that any third-party recruitment agencies engaged by or for the supplier comply with the provisions of the applicable law; and

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(b) be responsible for payment of all recruitment-related fees and expenses in recruiting foreign contract workers either directly or through third party agencies.

Working hours, wages and benefits

Suppliers must:

- (a) follow all applicable laws and regulations with respect to wages, working hours and workers compensation insurance;
- (b) ensure that all workers receive their legally mandated minimum wages, benefits, superannuation, leave entitlements and time off for legally recognised holidays; and
- (c) pay workers' wages as required under applicable laws in a timely manner and not be expected to use wage deductions as a disciplinary measure. All overtime is expected to be reasonable and paid at the rate and in accordance with the applicable laws.

Freedom of association and collective bargaining

Suppliers are expected to freely allow workers to associate with others, form and join (or refrain from joining) industrial organisations or associations of their choice and bargain collectively, or engage in any lawful industrial activity without interference, discrimination, retaliation or harassment.

Human Rights

Suppliers are expected to promote human rights in their workplace and supply chains in a manner consistent with any applicable human rights obligations.

Social Responsibilities

Suppliers are expected to foster and create work environments which include diverse groups in the communities in which they operate, and are otherwise free from unlawful discrimination, bullying and harassment.

Health and Safety

Suppliers are expected to comply with all applicable health and safety laws, regulations and standards and protect workers and other persons against harm to their health, safety and welfare through the elimination or minimisation of risks arising from work or from hazards. Regard must be had to the principle that workers and other persons should be given the highest level of protection against harm to their health, safety and welfare from hazards and risks arising from work or from specified types of substances or plant as is reasonably practicable.

Environment

Suppliers are expected to ensure that their activities, products and services respect the environment in the communities that they operate, and to make business decisions that reduce the environmental impact of their business.

Privacy and Confidentiality

Suppliers are expected to take reasonable care to protect Mulpha's confidential information and its employee and customer personal information (whether in electronic or hard copy) from loss, theft, unauthorised access, alternation or misuse.

Related Policies

- Code of Conduct
- Whistleblowing Policy



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- Privacy Policy
- Risk Management Policy
- Workplace Health and Safety Policy
- Environmental Policy
- Human Rights Policy
- Anti-Bribery and Corruption Policy
- Cyber Security Policy
- IT Disaster Recovery Plan

Document Control Log

Version	Document Owner	Author	Approval	Date
1.0	Naomi McRae - General Manager - Legal, Governance and Compliance	Lesley Stradling - Compliance Manager	Risk Management Committee	25 November 2022