

CODE OF CONDUCT FOR SUPPLIERS

Greening Australia Ltd and its subsidiaries (**Greening Australia**), is committed to protecting the environment, complying with all applicable laws and regulations and upholding human rights and labour standards – in its own operations as well as its supply chain. Greening Australia also supports the principles of the Universal Declaration of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work and the *Modern Slavery Act 2018 (Cth)*. As part of Greening Australia’s commitment to Reconciliation, Greening Australia is focused on providing access to opportunities for Indigenous businesses to create and share sustainable economic and social outcomes.

SCOPE

We recognise that we rely on our suppliers and partners to support Greening Australia’s purpose and expect all our suppliers and their suppliers to align with this Code.

PRINCIPLES

The Supplier Code of Conduct defines the basic requirements to meet our standards centred around three principles for responsible sourcing:

- ENVIRONMENTAL Protection;
- SOCIAL Impact; and
- Adequate GOVERNANCE

Environmental Protection

- Comply with all applicable laws and regulations relating to the protection and preservation of the environment. This includes obtaining and complying with all relevant environmental permits.
- Commit to continuous improvement of environmental protection and management.

Human rights and Labour standards

- Comply with all applicable laws and regulations including any laws regarding recognised human rights through their operations and address any adverse human rights impacts.
- Provide wages and benefits as prescribed by law, including in relation to hours of work, overtime, minimum wages and minimum working age and in line with existing practice in the industry and local labour markets.
- Apply the principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or verbal or physical harassment of employees.
- Recognise, as far as legally permitted, the rights of free association and collective bargaining of employees.
- Non-tolerance of any form of modern slavery within your operations including all forms of modern slavery, including human trafficking, forced labour, debt bondage, deceptive recruitment practices, child labour, forced marriage and other exploitative practices.

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Code of Conduct for Suppliers	2	27 September 2023	CFO

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Supplier diversity – engaging Indigenous businesses

- Actively seek opportunities to engage Indigenous businesses in your supply chain and improve access to employment opportunities for Indigenous Australians.

Health and Safety

- Comply with all applicable laws and regulations on occupational health and working safety.
- Commit to continuous improvement of occupational health and safety management.
- Use or set up reasonable health and safety management systems as well as engage with Greening Australia using Donesafe if relevant.

Legal, governance, compliance and integrity

- Comply with all applicable laws and regulations including in relation to anti-bribery and corruption, competition, conflicts of interest and privacy, as well as establish internal processes and policies with appropriate standards of business integrity.
- Keep Greening Australia's business, financial, technical data and correspondence confidential; do not misappropriate Greening Australia's tangible or intellectual property.

Whistleblower Policy

The Greening Australia Whistleblower Policy is available on request. Suppliers are encouraged to disclose any Reportable Conduct (as defined in the Whistleblower Policy) in writing via the dedicated email address whistleblower@greeningaustralia.org.au

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