

SUPPLIER CODE OF CONDUCT

Policy and Application

Human Rights, Labour Practices & Ethical Business Conduct

This Supplier Code of Conduct (“Code”) sets out the minimum standards of behaviour expected of all suppliers, subcontractors, consultants, and service providers (“Suppliers”) engaged by the Company in connection with electrical design, manufacture, construction, installation, commissioning, maintenance, and related services.

Suppliers are expected to comply with this Code in their own operations and, where applicable, take reasonable steps to promote compliance within their supply chains.

Legal and Regulatory Compliance

Suppliers must comply with all applicable laws, regulations, codes, and standards in the jurisdictions in which they operate, including but not limited to:

- Employment and workplace relations laws
- Work health and safety legislation
- Environmental protection laws
- Anti-bribery and corruption laws
- The Modern Slavery Act 2018 (Cth) (where applicable)

Where local laws and this Code differ, the higher standard shall apply.

Human Rights and Modern Slavery

Human Rights Commitment

Suppliers must respect internationally recognised human rights, including those set out in the UN Guiding Principles on Business and Human Rights and ILO Core Conventions.

Prohibition of Modern Slavery

Suppliers must not engage in, support, or tolerate any form of modern slavery, including:

- Forced, bonded, or involuntary labour
- Human trafficking
- Child labour
- Debt bondage or retention of identity documents

Modern Slavery Risk Management

Suppliers must:

- Take reasonable steps to identify and assess modern slavery risks in their operations and supply chains
- Implement controls proportionate to the nature and scale of their business
- Promptly notify the Company of any suspected or actual modern slavery risks or incidents

Where required under the Modern Slavery Act 2018 (Cth), Suppliers must prepare and publish a compliant Modern Slavery Statement

Labour and Workplace Practices

Fair Employment

Suppliers must ensure that:

- Employment is freely chosen
- Workers are paid at least the minimum wages and entitlements required by law
- Working hours comply with applicable legal limits
- Employment terms are clearly communicated

Workplace Health and Safety

Suppliers must provide a safe and healthy working environment, including:

- Compliance with applicable WHS legislation and electrical safety requirements
- Identification and management of hazards, including electrical, high-voltage, confined space, and construction risks
- Appropriate training, supervision, and use of personal protective equipment

Equal Opportunity and Respect

Suppliers must:

- Prohibit discrimination, harassment, bullying, and abusive conduct
- Promote a workplace based on dignity, respect, and equal opportunity
- Allow lawful freedom of association and collective bargaining

Grievance Mechanisms

Suppliers must provide workers with a mechanism to raise concerns or grievances without fear of retaliation.

Ethical and Fair Business Practices

Anti-Bribery and Corruption

Suppliers must not engage in bribery, corruption, facilitation payments, or improper inducements of any kind.

Fair Competition

Suppliers must comply with competition and consumer laws and conduct business fairly and transparently.

Conflicts of Interest

Suppliers must disclose any actual, potential, or perceived conflicts of interest that may affect their dealings with the Company.

Accurate Records

Suppliers must maintain accurate, complete, and truthful business records, including employment, payroll, safety, and financial records

Environmental and ESG Responsibility

Consistent with ISO 20400 – Sustainable Procurement, Suppliers are expected to:

- Manage environmental impacts responsibly
- Comply with applicable environmental laws and approvals
- Use resources efficiently and minimise waste where reasonably practicable
- Identify and manage ESG risks relevant to their operations and services

Supply Chain Responsibility

Where Suppliers engage subcontractors or labour hire providers, they must:

- Apply standards consistent with this Code
- Not knowingly source goods or services from entities that breach this Code
- Take reasonable steps to address non-compliance where identified.

Monitoring, Reporting and Cooperation

Suppliers must:

- Cooperate with reasonable requests for information related to this Code
- Complete self-certifications or declarations when requested
- Promptly notify the Company of any material breach of this Code

The Company reserves the right to undertake proportionate verification activities where justified by risk.

Non Compliance

Failure to comply with this Code may result in corrective action, suspension, or termination of the Supplier relationship, depending on the nature and severity of the breach.

Acknowledgement

By supplying goods or services to the Company, the Supplier acknowledges and agrees to comply with this Supplier Code of Conduct.