

## Supplier Code of Conduct

### 1 Purpose

Scentre Group is committed to high standards of ethical conduct and to promoting and supporting a culture of ethical behaviour and good corporate governance.

Ethical business and personal behaviour are fundamental to our purpose – *creating extraordinary places, connecting and enriching communities* – to our values – referred to as our 'DNA' - and to our culture.

In line with our purpose, we aspire to have a positive impact on the communities and environments in which we operate and to conduct and maintain responsible and sustainable business operations.

Through this code we seek to encourage and, where appropriate, mandate requirements to help us and our suppliers in conducting business in a safe, accountable and equitable manner. Our suppliers are required to observe this code in delivering products or services to us.

### 2 Corporate governance and management

Scentre Group believes that good corporate governance is integral to the conduct of sustainable, equitable and reputable business operations. Suppliers are expected to:

- (a) comply with all applicable laws and regulations relating to the operation of their business;
- (b) develop, implement and promote an effective 'whistleblower' policy and processes for their employees including protections for whistleblowers against reprisal and other adverse action;
- (c) conduct their operations in an ethical, fair and professional manner, and disclose any actual or potential conflicts of interest;
- (d) maintain adequate, accurate and auditable records of their business and financial activities;
- (e) meet their contractual obligations to us and their own suppliers; and
- (f) appropriately manage their risk, governance and compliance obligations.

### 3 Diversity and inclusion

Scentre Group is committed to the ethical and fair treatment of its employees. All employees deserve a workplace where they feel safe, respected and appreciated. Suppliers are expected to:

- (a) commit to a workplace free from bullying, harassment, victimisation, abuse and unlawful discrimination of any kind. This includes, but is not limited to, supporting Scentre Group's zero tolerance to any form of unwelcome sexual conduct in any area of our organisation and maintaining a working environment free from sexual harassment by taking all reasonable steps to prevent sexual harassment in the workplace;
- (b) provide an inclusive workplace free of any direct or indirect discrimination, including gender, age, ability, sexual orientation, gender identity, marital or family status, ethnicity, religious beliefs, or cultural background;
- (c) develop, implement and promote anti-discrimination, anti-harassment and equal employment opportunity policies and adhere to any applicable Scentre Group policies in this regard;

- (d) foster a diverse and inclusive culture, by valuing and embracing differences in their employees and we encourage our suppliers to consider Aboriginal and Torres Strait islander employees within their business; and
- (e) encourage gender balance in the workforce, through appropriate policies and initiatives which specifically target the advancement of gender diversity.

## 4 Workplace health and safety

Health, safety and welfare is a business priority and we actively promote a culture of people protecting people. The safety of our people, our workers, our retailers, customers and visitors is of paramount importance.

Suppliers are expected to:

- (a) comply with all applicable laws and regulations relating to workplace health and safety;
- (b) ensure a safe and clean working environment is provided for their employees and contractors;
- (c) take reasonable steps to identify, manage and minimise occupational health and safety hazards;
- (d) provide appropriate equipment, resources, instruction, education, supervision and job-related training for workers to safely carry out their duties;
- (e) develop, implement and promote written health and safety policies and standards; and
- (f) adhere to any applicable Scentre Group workplace health and safety policies and procedures.

## 5 Environment

Scentre Group is committed to minimising the environmental impact of its operations, and in turn expects its suppliers to recognise and reduce any adverse environmental effects from conducting its business. Suppliers are expected to:

- (a) comply with all applicable laws and regulations relating to the environment, including but not limited to environmental management, protection and reporting obligations;
- (b) take active steps to identify, manage and minimise material environmental risks or harm associated with its operations;
- (c) implement strategies to maximise the efficient consumption of energy, water, natural resources and raw materials;
- (d) minimise waste, pollution, loss of biodiversity, deforestation and damage to ecosystems;
- (e) develop, implement and promote environmental policies and standards; and
- (f) adhere to any applicable Scentre Group environmental policies.

## 6 Labour and employment practices

Scentre Group believes appropriate labour and employment practices are fundamental to any workplace.

Suppliers are expected to:

- (a) ensure there are no instances of modern slavery in their operations and supply chain, and comply with all applicable laws and regulations relating to modern slavery;
- (b) comply with all applicable laws and regulations relating to human rights, employment conditions, working hours, wages, benefits and entitlements; and

- (c) maintain grievance management mechanisms to provide the means for workers to raise grievances about their workplaces and management practices that are clear, consistently applied, equitable to the parties involved and transparent, ensure that their workers are aware of those mechanisms, inform Scentre Group of any grievances raised which relate to a Scentre Group workplace and implement appropriate processes to monitor and track how those grievances have been reported and resolved;
- (d) inform their employees of Scentre Group's Whistleblower Protection Policy and Grievance Management Policy.

## 7 Risk management

Scentre Group recognises the importance of mitigating business risks in a timely manner. Suppliers are expected to:

- (a) take active steps to identify, manage and control business risks associated with their operations, including but not limited to operational risks as well as risks relating to security, labour, business ethics, and corporate governance; and
- (b) implement and maintain a business continuity plan and appropriate risk management framework across the organisation.

## 8 Supply chain management

It is critical to Scentre Group that suppliers, as well as its supply chains, comply with the principles in this code. Suppliers are expected to:

- (a) communicate and encourage compliance with this code within its business and supply chain;
- (b) proactively work with its own supply chain to adhere to these principles; and

Suppliers are also encouraged to procure goods and services from Supply Nation certified Aboriginal and Torres Strait Islander owned business.

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