



BRADKEN

SUPPLIER CODE OF CONDUCT

We expect our Suppliers to do business in a way that is legally compliant, in line with our policies and Code of Conduct and that respects international norms, to avoid any real or perceived conflict of interest. Relevant policies are publicly available on our website www.bradken.com.

Bradken selects Suppliers appropriately and fairly. We consider not only the quality, reliability, delivery dates and prices of materials and the management stability and technological strengths of the Suppliers, but also give due consideration to their fulfilment of social responsibility. Measures considered include fair and transparent information disclosure, observance of laws and social norms, respect of human rights, elimination of unfair discrimination, elimination of child labour and forced labour, environmental protection activities, social contribution activities, creation of pleasant workplaces, and sharing of awareness about social responsibility with business partners.

Compliance Requirements	
<i>Our Suppliers must be aware of and comply with:</i>	
Ethical Standards and Behaviour	Bradken's Ethical Sourcing Policy , Fraud and Corruption Control Policy and HCM Policy Codes of Conduct
Health, Safety and Environment	Relevant workplace health, safety, environmental and energy laws, codes of practice, industry standards and customer expectations including Bradken's HSEQ Policy Statement .
Legal Requirements	
<i>Our Suppliers must be legally compliant:</i>	
Laws and Regulations	Abiding by the letter and, where clear, the intent of all laws and regulations relating to their business conduct, understanding those relevant to their work and applicable to the country or region where they are doing business.
Bribery and Corruption	Suppliers shall not engage in any acts of fraud, bribery or corruption and shall not falsify documents and records.
Local HSE	Abiding by locally defined conduct requirements (which may not be applicable in all countries) such as Indigenous Rights; Environmental Areas; Traditional Customs; Public Policy; Training and Education.
Modern Slavery / Human Rights Requirements	
<i>Our Supplies must not cause, contribute or be directly linked to instances of Modern Slavery and must work to eliminate modern slavery risk in their supply chain:</i>	
Modern Slavery, Forced or Compulsory Labour	Suppliers must not engage in, or support through their supply chain, forced or involuntary labour, performed under threat of punishment for reduced or no payment or and work situations which compromise basic Human Rights. The Supplier must not engage in any practices as defined by Modern Slavery Act 2018 (Cth) , including Slavery, Servitude, Forced Labour, Debt Bondage, Human Trafficking, Forced Marriage, Worst Forms of Child Labour and Deceptive Recruitment for Labour or Services.

General Labour Requirements	
<i>Our Suppliers must abide by generally accepted standards for labour conditions:</i>	
Child Labour	Bradken supports ILO Convention 138 with regard to the appropriate age of workers and will not work with Suppliers who use child labour.
Living Wage	Wages and benefits paid for a standard working week must satisfy, at a minimum, national legal standards or local industry benchmarks, whichever is higher. Where no local minimum wage legislation exists, the Supplier must seek to establish a living wage that provides an adequate standard of living for all its employees and their families.
Non-Discrimination and Diversity	Provide a work environment in which everyone is treated fairly and cultural, ethnic, religious or other diversity factors such as gender are respected; Employment is offered on the basis of merit and decisions regarding employment are not based on attributes unrelated to job performance (including but not limited to, race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, marital status, sexual orientation and family responsibilities). Decisions relating to Suppliers, customers, contractors and other stakeholders must also be based on merit.
Workplace Health and Safety	Safe and healthy working facilities are provided and appropriate precautionary measures to protect employees from work-related hazards and anticipated dangers in the workplace are in place. Workers are provided with regular and recorded health and safety training. Any accommodation provided (where applicable) is clean and safe and meets the basic needs of the workers. Follow all relevant legislation, regulations and directives in the countries in which the activities are undertaken to provide a safe and healthy workplace; implement systems for the prevention of occupational injury and illness including, standards for fire safety; emergency preparedness and response plans; occupational or industrial hygiene standards; appropriate lighting and ventilation; machinery safeguarding; reporting and investigation of occupational injuries and illness; reasonable access to potable water; with responsibility for health and safety assigned to a management representative.
Treatment of Employees	Create and maintain an environment that treats all employees with dignity and respect and must not use any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.
Freedom of Association	Adopt an open attitude towards the legitimate activities of trade unions and not discriminate against their workers' representatives carrying out their legitimate functions in the workplace.
Communities Interaction	
<i>We encourage Suppliers to actively contribute to society and support their local communities:</i>	
Community Interaction	Bradken understands that contributing to society in a positive way, being a responsible corporate citizen and good neighbour in our local communities is imperative to a sustainable future and we encourage our Suppliers to maintain and improve positive relationships with their own communities through supporting local activities, events and organisations. Refer Respecting Our Communities Policy Statement .

We actively encourage everyone in the business to challenge any behaviour which they believe is inconsistent with any of Our Values, our code of ethics, or this policy.

Under Bradken's [Whistleblower Policy](#) any parties, acting in good faith, can report any behaviour that is believed to be: dishonest; fraudulent; corrupt; illegal; in breach of legislation; unethical behaviour; any other serious improper behaviour; or unsafe work practice by emailing whistleblower@bradken.com or calling +61 1800 272 3536.