



Supplier Code of Conduct

Summerset and its subsidiaries (**Summerset**) are committed to sustainable, ethical and inclusive procurement. This Supplier Code of Conduct (**Code**) sets out the minimum standards expected of Suppliers. Suppliers are expected to make their own suppliers and subcontractors aware of this Code and encourage compliance with this Code as part of their contractual arrangements.

1. Law and ethical standards

Summerset expects its Suppliers to:

- comply with all laws applicable to their business and adhere to international human rights standards within their supply chain;
- behave with integrity and be transparent about their ethical policies and practices.

2. Human rights, modern slavery and fair labour

Summerset is committed to actively identifying and working to eliminate all forms of modern slavery (as defined in the *Modern Slavery Act 2018* (Cth)) in its supply chain. Suppliers must notify Summerset immediately if they become aware of any form of modern slavery in their business or supply chain. Summerset's Modern Slavery Policy sets out further information on Summerset's approach to managing modern slavery risks.

Summerset expects its suppliers to:

- comply with all laws applicable to modern slavery and uphold international labour standards (including human rights, anti-discrimination, equal opportunities, working hours, minimum wage, forced labour and child labour standards) and monitor and address these standards within their supply chains;
- allow Summerset to carry out reasonable pre-screening, supplier due diligence, and/or audit activities in order to analyse and monitor Modern Slavery risks;
- comply with applicable employment legislation and ensure that employees are permitted freedom of association and collective bargaining;
- promote an inclusive work environment, free from discrimination with respect to gender, race, religion, age, disability, sexual orientation, national origin or any other characteristic protected under applicable laws.

3. Work Health & Safety

Summerset expects its Suppliers to strive to implement high standards of health and safety by applying a health and safety management approach appropriate to their business.

Suppliers are expected to comply with all applicable workplace health and safety laws.

4. Environment

Suppliers are expected to comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

Summerset expects Suppliers to strive to support national climate protection goals and initiatives through the products and services they deliver (e.g. by providing relevant data on climate protection). In this regard, we also expect our Suppliers to take climate protection appropriately into account in their own operations, for example by setting climate protection goals for themselves and achieving them.

5. Business continuity planning

Suppliers should be prepared for any disruptions of their business. This should include business continuity and disaster recovery plans to protect both employees as well as the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

6. Compliance with the Supplier Code of Conduct

Summerset reserves the right, upon reasonable notice, to check compliance with the requirements of this Code of Conduct. In the event of non-compliance, Suppliers are expected to engage with Summerset to endeavour to agree any corrective actions required within an appropriate time frame. Suppliers who cannot demonstrate progress towards conformity with these expectations will be viewed less favourably in future contract negotiations.