

Supplier Code of Conduct

Village procures a variety of goods and services from a diverse supplier base and looks to partner with suppliers who not only supply quality products, provide superior service and value for money but meet the responsibilities contained within this Code and are in full compliance with all national and international laws and regulations.

The provisions in this Code are in addition to, not in lieu of, the provisions of any legal contract or purchase order terms & conditions in place between Village and a supplier.

Village expect suppliers to hold their supply chain to the standards contained within this Code.

Corporate Governance and Ethical Practices

Suppliers must engage in best practice corporate governance standards and be ethical in their activities. Suppliers are expected to:

- Comply with all relevant laws and regulations
- Have relevant policies and processes in place in relation to bribery, corruption, fraud and other prohibited practices
- Act in an ethical, fair and professional manner
- Have a risk management framework, which incorporates business continuity plans
- Maintain policies and procedures to ensure compliance with Privacy legislation and to reduce the risk of IT security and data breaches
- Maintain accurate and auditable records and accounts
- Provide timely disclosure of material matters concerning the goods or services provided by the supplier to Village
- Ensure they meet their contractual obligations to Village and their own suppliers

Health and Safety

It is important that Suppliers provide a healthy and safe work environment and integrate appropriate health and safety practices in its business. Suppliers are expected to:

- Comply with all relevant national and local safety legislation including but not limited to workplace and operational health and safety
- Provide a safe and healthy workplace for all of their employees by managing occupational health and safety hazards
- Develop and maintain a documented Health and Safety Management System that is appropriate to the size of the company and nature of risk and meets relevant legal requirements
- Provide adequate job-related information and training

Human Rights and Workplace Conditions

Suppliers are expected to make a commitment to the improvement of working conditions and the reduction of global human rights exploitation. Suppliers are expected to:

- Demonstrate a commitment to human rights and fair employment practices in accordance with existing international standards
- Comply with the provisions of the Modern Slavery Act (Cth) 2018 and commit to the compliance of their supply chain
- Maintain up to date records to reflect compliance with modern slavery laws, human rights commitments in Australia and internationally
- Comply with all local and national laws and regulations in relation to employment practices, human rights, discrimination, harassment and bullying
- Permit freedom of association and collective bargaining for employees
- Treat employees fairly and do not discriminate based on differences
- Pay their employees lawful wages, including minimum wage requirements and equal pay for equal work
- Ensure no forced labour, child labour or involuntary labour is used

Environment

Suppliers must value the environment and promote environment responsibility.

Suppliers are expected to:

- Maintain environmentally responsible business practices
- Reduce the environmental impact of designs, manufacturing processes, services, and waste emissions.
- Obtain, keep current and comply with required environmental permits and regulations

Code Compliance

Suppliers are expected to self-assess their compliance with the Code and take timely action to correct any deficiencies or breaches reported or identified. Suppliers are encouraged to raise any concerns, discuss and seek clarification accordingly to any elements of the Code with VRL Group.

If requested by VRL Group, Suppliers must provide evidence and confirmation of their compliance, and that of their supply chain, with the Code. This may include the provision of documents and records that support their compliance.

Failure of the Supplier to comply with this Code may result in contract termination.

Reporting Non-Compliance

Suppliers may report suspected violations of this Code to the VRL Group Whistleblower hotline:

A toll-free hotline number (Australia only): 1300 30 45 50

Calls from outside Australia (reverse charges): +61 3 9811 3275

Email: villageroadshow@stoline.com.au

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|--------------------------------|-----|
| Company/Business Name: | |
| ABN: | |
| Signed by (Print Name): | |
| Signature: | |
| Date: | / / |

By executing this document the signatory warrants that they have read, understood and agree to these Terms and Conditions and Code of Conduct and warrant and represent that they are duly authorised to sign this document on behalf of the Supplier.

Village Privacy Collection Statement

Your personal information is being collected by Village to assist in administering any contract entered into with you. Your personal information will only be disclosed to related bodies corporate and service providers for these purposes. Your personal information will be handled as set out in the Village Privacy Policy which can be viewed at <https://themeparks.com.au/privacy>.

If you choose not to provide us with certain information, we may not be able to process any payment request or provide you with a complete and effective service. You can contact our Privacy Officer if you would like details of the personal information that we may hold about you, or if you would like it to be corrected at: 500 Chapel Street, South Yarra Victoria 3141 Email: privacy@roadshow.com.au