



Warriikal

# Supplier Code of Conduct



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## Application

This document applies to all vendors, suppliers, contractors and sub-contractors providing goods and services to Warrikal. The Supplier Code of Conduct sets out the minimum expectations of conduct of our suppliers (including vendors, contractors and sub-contractors) and their supply chain.

Suppliers (including vendors, contractors and sub-contractors) intending to provide goods and services, or respond to tender opportunities should review this document to ensure adherence to the code can occur. This code is applied as part of our selection criteria for evaluating all suppliers when intending to engage or currently engaged with Warrikal.

Warrikal acknowledges that achieving the expectations under the principles set out in the Supplier Code of Conduct will be an ongoing and collaborative process. Warrikal requires a commitment from our suppliers, at a minimum to:

- Meet the expectations under the principles set out in this Supplier Code of Conduct or to have established a clear goal toward meeting the expectations under the principles set forth in this document.
- Actively review, monitor and modify their management processes and business operations to ensure alignment with the expectations under the principles of the Supplier Code of Conduct.
- Notify Warrikal of any departures from the expectations under the principles of the Supplier Code of Conduct and take reasonable steps to address, remedy and prevent re-occurrence of any actions that are inconsistent with the Supplier Code of Conduct.

Warrikal reserves the right to verify compliance with all the principles in the Supplier Code of Conduct and requires suppliers to cooperate and provide supporting evidence upon request. Where non-compliance is identified, Suppliers are required to work with Warrikal to actively remedy non-compliance items. Major non-compliance will be treated as a breach of agreement and may lead to contract termination or limitation of upcoming tenders.

## Purpose

The Warrikal Supplier Code of Conduct describes the minimum expectations applicable to all suppliers, vendors and contractors (including sub-contractors) providing goods and services to Warrikal.

The Supplier Code of Conduct is the foundation document requiring commitment from our suppliers (including vendors, contractors and sub-contractors) to best practice relating to health and safety; environment; labour and human rights; integrity, business ethics and conduct; conflict of interest, gifts; governance and legal compliance; business resilience and financial responsibility.

The scope of the Supplier Code of Conduct includes suppliers' parents, affiliates, subsidiaries and sub-contractors.

## Introduction

Warrikal is committed to ethical, sustainable, transparent, fair and socially responsible procurement and expects the same standards of our Suppliers. Warrikal view Suppliers as partners and care about the way they do business when providing goods or services, including construction services and works to our customers.

Providing services across the mining, marine and resource sectors Warrikal's suppliers and supply chain play a vital role in helping deliver the promises we make to our customers. Warrikal is committed to:

- The health and safety of our employees and contractors, and of our customers

- Demonstrating a sense of social responsibility by having regard to the interests of the areas we operate and encourage these interests when able to do so
- Meet relevant laws and regulations
- Operate in a financially and responsible manner to help safeguard Warrikal's reputation, brand, assets and information
- Maintain a fair, ethical and responsible approach to business, and meeting its statutory human rights obligations
- Demonstrating environmental responsibility
- Continuously reviewing and improving ethical and responsible sourcing and procurement due diligence processes
- Work with suppliers who align with Warrikal's values and goals
- Expanding the diversity of our supply chain in order to manage risk proactively
- Endeavour to ensure that the supply of goods and services to Warrikal comply with the Supplier Code of Conduct.

Warrikal expects suppliers to share and support our commitments.

As a condition of doing business with Warrikal, suppliers directly or through as part of their supply chain are required to comply with all relevant legislation and to commit to the expectations under the principles detailed in the Supplier Code of Conduct.

Warrikal expects that its suppliers will work with their own suppliers and contractors to ensure that they are committed to all the principles of the Warrikal Supplier Code of Conduct. For those businesses, employers, suppliers and contractors in supply chains that are high risk; suppliers are required to seek more data through monitoring, audits and third-party verification, where necessary. Where non-compliance is identified, our suppliers are required to work with their supply chain on actioning non-compliance.

## Principles

### Health and Safety

Keeping people safe is a core value in everything we do at Warrikal. Warrikal expects suppliers to demonstrate a strong commitment to the health and safety of their employees and contractors, including to our customers by committing to the following:

1. Comply with all relevant health and safety legislative requirements.
2. Maintain a Health and Safety policy that is freely available to all employees. All suppliers must have policies, procedures and practices in place that manage the risks of work impairment from drug or alcohol use.
3. Provide a safe work environment for employees, visitors, third parties and the delivery of products and services in conditions that minimise the risks to the health and safety of its employees:
  - Managing and mitigating risk
  - Employing safe systems of work
  - Providing employees and contractors with appropriate training in safe work practices
4. Manage and mitigate health and safety risks for Warrikal customers within the context of operations of Warrikal.

### Labour and Human Rights

Warrikal is committed to the respect of human rights and strives to be a great employer. It is important to Warrikal that the employees and contractors in our supply chain have their human rights respected and are provided with acceptable working conditions to ensure the wellbeing of works.

Warrikal requires suppliers to commit to the following:

5. Comply with all relevant human rights legislation in respect of their employees and business operations.
6. Conduct their business activities in a manner which respects human rights as set out in the United Nations Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation.
7. Provide an inclusive and respectful workplace that is free from all forms of direct and indirect discrimination, harassment and bullying, and ensure this commitment extends to all aspects of workplace relations. Ensure that ethnicity, religion, age, sexual orientation, gender, pregnancy, parenthood and disability are no impediment to recruitment, promotion and ongoing employment.
8. Not engage in practices relating to forced and compulsory labour at any stage of the manufacturing or service delivery process, including all workers to be of relevant legal age throughout the supply chain.
9. Ensure work is undertaken without coercion.

### Business Ethics

It is important to Warrikal that our suppliers are ethical in their business activities, are honest and transparent and do not engage in corrupt practices or anti-competitive behaviour.

Warrikal competes ethically and lawfully in all activities and to support this principle, Warrikal requires suppliers to commit to the following:

10. Conduct their business with integrity, transparency, and in full compliance with all applicable laws, regulations and high standards of fair business, advertising and competition, including not engaging in any collusive bidding, price fixing, price discrimination or other unfair trade practices.
11. Not engage in or accept any form of fraud or corruption – including bribery, kickbacks, favours, facilitation payments, or any other illegal or unethical means of obtaining improper advantage or favourable treatment.
12. Not improperly use private, confidential or commercially sensitive information regarding any party in the supply chain.
13. Maintain transparent and accurate financial and business records to demonstrate compliance with relevant laws and regulations as well as generally accepted accounting practices.
14. Be open and transparent with Warrikal about any actual, potential or perceived conflicts of interest that may exist between employees and representatives of Suppliers or Sub-contractors and Warrikal. Declarations should be made as soon as possible, and during any procurement process with Warrikal.
15. Be respectful of the ethical and code of conduct requirements that our employees need to meet, including Warrikal Gifts and Hospitality Policy. Suppliers must not try to influence decision-making through the use of inducements. Suppliers should have policies or guidance in place for their own employees regarding offering gifts or hospitality.

### Business Resilience

Warrikal is committed to operating in a financially responsible manner, sound governance, management and

administration, including prompt payment to our suppliers, in order to minimise the risk of business disruption.

Warrikal expects suppliers to operate in a financially responsible manner, to support this principle, suppliers are required to commit to the following:

16. Have a business plan in place to ensure their business is viable and their workforce is sustainable for the length of the engagement with Warrikal and beyond.
17. Have a plan to minimise business disruption from unplanned events which may threaten an organisations normal operations, as well as their associated impact on Warrikal, supply chain, facilities and services. This should also clearly outline the escalation process to communicate to Warrikal in such an event.
18. Pay their suppliers promptly and advise suppliers in a timely manner if there is any reason why an invoice will not be paid. Suppliers should encourage prompt payment throughout their extended supply chains.
19. Ensure appropriate controls are in place to protect Warrikal's brand and intellectual property against unauthorised use and damage.
20. Ensure that suppliers do not find themselves in a situation of dependency with regard to Warrikal.

### Environment

Warrikal has a crucial role to play in minimising the impact from our activities on the environment and in the communities in which we operate to protect and restore for future generations.

Warrikal conducts its operations in an environmentally responsible way and suppliers are expected to commit to the following:

21. Have an environmental plan that is proportionate to the environmental risk of their business operations.
22. Comply with relevant regulations, legislation and environmentally responsible business practices and ensure risks and opportunities which affect the environmental performance are determined and addressed.
23. Respect cultural heritage and the local communities in which Warrikal operates.
24. Partner with Warrikal in maximising the efficient use of alternative resources to reduce carbon emissions, waste and potable water consumption where possible.
25. Collaborate where applicable with Warrikal to trial innovative design solutions, materials or technologies to reduce Warrikal's operational and embodied emissions.

### Customer and Community

Warrikal recognises that many of our suppliers are local to the regions in which it operates. We expect suppliers to share our commitment to support local and partnerships with the communities.

To support this principle, Warrikal requires suppliers to commit to the following:

26. Look for opportunities to work with diverse suppliers and support community engagement initiatives.
27. Where appropriate partner with indigenous owned businesses in the delivery and supply of goods and services.
28. Have strategies in place to attract and return indigenous employees, ensure that they are paid fairly for their work.
29. Work collaboratively with suppliers, partners, customers and communities to deliver better outcomes for people and place.