

Supplier Code of Conduct

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Supplier Code of Conduct

1 Introduction

Electrix Pty Ltd (trading as Omexom Australia) is committed to ensuring its own corporate values and behaviour standards are reflected by the suppliers, subcontractors and consultants (Suppliers) it engages and via its methods of engagement.

Our values guide us and define us. They reflect our decisions and behaviours; underpin how we do business and shape our culture. We achieve success through pride in our performance and together with our key focus on health & safety, quality and the environment.

Our values are mirrored in those of our parent company, VINCI Energies and its parent, VINCI SA. We have several publications to support this:

- Code of Ethics and Conduct,
- Guide on Human Rights
- Anti-Corruption Code of Conduct
- Ethics and Compliance in Purchasing
- Essential and Fundamental Actions - Occupational Health and Safety

We recommend you review and understand these publications to help you understand the values and behaviour expected of our Suppliers.

This Supplier Code of Conduct (Code) aims to set out the corporate behaviour expectations that Omexom Australia has of its Suppliers. It covers expectations in several areas, including but not limited to, anti-corruption and anti-bribery, anti-discrimination, environmental obligations, sustainability practices and aspirations, privacy, modern slavery and gender diversity.

Our hope is that our Suppliers will exhibit these expectations when they engage with Omexom Australia so that we can collectively operate as ethical corporate citizens, cognisant of our obligations to the community and the future.

Omexom Australia reserves the right to prioritise doing business with suppliers who can demonstrate compliance with this Code and the objectives it embodies.

2 Fundamental Expectation

As a minimum, all Omexom Australia Suppliers are required to comply with all contractual obligations with Omexom Australia and the laws, regulations, policies of the areas in which they operate. In addition to this basic requirement, Omexom Australia Suppliers are expected to:

- have read and understood this Code;
- adopt the behaviours and practices referred to in this Code during its dealings with Omexom Australia;



- communicate the behaviours, practices and expectations set out in the Code to all employees, subcontractors and suppliers of the Supplier's own supply chains; and
- take reasonable steps to ensure the Suppliers' own supply chains also adopt the behaviour expectations and practices set out in this Code.

3 Corporate Governance

It is Omexom Australia's expectation that its Suppliers:

- operate their businesses fairly, equitably and in a professional manner;
- comply with all laws, regulations, policies and industry standards in place in their area of operation. This includes having all required qualifications, certifications and licences to operate;
- Maintain good records and adopt a culture of continuous improvement; and
- declare any interest they have, that may conflict or be perceived to conflict with Omexom Australia.

4 Workplace Health & Safety

Safety is our first priority. Omexom Australia's Suppliers must share this commitment.

Suppliers must:

- follow Omexom Australia policies and procedures for all health and safety related matters, on all Omexom Australia projects and sites;
- understand and follow any Omexom Australia directives and site requirements related to health and safety whilst on any Omexom Australia project or site;
- critically assess work tasks, directions and work sites to assist in identifying, eliminating or mitigating the risk of incident or injury;
- stop work if it is unsafe to continue and report any task which might be unsafe; and
- adequately supervise works and ensure all employees are in a fit and safe state to attend work.

5 Environmental Management and Sustainability

Omexom Australia's objective is to adopt environmentally friendly and sustainable approaches to its work and its engagement of Suppliers, for the benefit of the community and the planet. Omexom Australia has long-term aspirations to:

- Act for the Climate by reducing direct and indirect greenhouse gas emissions;
- Optimise Recovery (Circular Economy) through waste recovery, greater use of recycled materials and adopting more sustainable building techniques and materials;
- Preserve Natural Environments by implementing environmental management plans, optimising water consumption, and pursuing a target of zero net loss of biodiversity.

Omexom Australia's aspirations are shared by its parent company, making this a global objective. Omexom Australia looks forward to working with its Suppliers to assist in achieving these goals.



With the above objectives in mind, Omexom Australia encourages Suppliers to offer sustainable alternatives when providing goods and services and embrace the above objectives as their own. Suppliers are expected to:

- minimise harm to the environment wherever possible;
- adopt more sustainable practices within their operations including but not limited to, reducing pollution, recycling and reusing materials and conserving use of natural resources;
- develop and implement an environmental policy to apply to its own supply chains, to further promote environmentally friendly and sustainable practices; and
- co-operate with Omexom Australia to measure and track the sustainability performance of goods and services supplied to Omexom Australia (and its customers).

6 Human Rights, Labour Policies, Diversity and Anti-Discrimination

Omexom Australia is proud of its diverse, inclusive and respectful workplace. Omexom Australia expects its Suppliers to adopt the same approach to their own workforces and treat their employees and others with respect, dignity, fairness and equality.

Suppliers are expected to:

- promote an inclusive workplace that values difference and rejects any form of bullying, harassment, discrimination or other unlawful behaviour;
- promote gender diversity and positive mental health practices and support in the workplace;
- insist upon the lawful engagement of employees, ensuring that all workers have the appropriate visas/permits to legally perform work in Australia and also in respect to working conditions including rates of pay;
- offer genuine opportunities to all individuals within the organisation and embrace all skillsets, backgrounds and personal circumstances; and
- support employees to develop their technical and professional skills by engaging in training programs.

7 Modern Slavery

Modern slavery is the severe exploitation of an individual via various methods including, but not limited to, the trafficking of a person, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruitment practices and child labour. Omexom Australia strongly opposes this type of conduct. Omexom Australia prohibits conduct of this nature within its own organisation and insists that its Suppliers do also.

Suppliers are expected to:

- take all reasonable steps to investigate their supply chains to ensure that ethical labour policies and the sourcing of materials and services is done in accordance with all laws, in a fair and ethical manner;
- not use and prohibit use within its supply chains, any form of child, forced or involuntary labour;
- only use lawful and ethically acceptable methods to discipline employees;
- ensure all employees, subcontractors and consultants of the Supplier are lawfully engaged, including in respect to payment terms and have all necessary visas or permits to be able to work in Australia;



- actively advocate for lawful employment/ engagement practices within the Supplier's own supply chains and oppose any form of Modern Slavery;
- put in place systems to identify Modern Slavery risks and work towards reducing those risks; and
- upon request by Omexom Australia, provide information and documentation regarding the systems in place and data regarding modern slavery risks in the Supplier's own organisation and its supply chains.

8 Quality

Omexom Australia is proud of its commitment to quality in all aspect of its business.

Suppliers are expected to share this commitment to quality by doing the following:

- ensure all products and materials used for or in Omexom Australia works meet all requirements of any laws and standards;
- ensure that any manufacturer's specifications for testing and installation are complied with;
- not replace a specified product without prior written approval;
- ensure that products provided to Omexom Australia do not contain any unacceptable or hazardous materials;
- take reasonable steps to source ethical materials; and
- work with Omexom Australia to provide all documentation and information necessary regarding quality measures in place.

9 Anti-Corruption and Anti-Bribery

Omexom Australia does not tolerate any form of bribery or corruption within its organisations or supply chains.

Suppliers to Omexom Australia must:

- act ethically and take no steps to gain any sort of favour or beneficial treatment in exchange for bribes, payments, cash, gifts or favours in general, or any item of inappropriate value;
- never offer any sort of favour, kick back, assurance or anything inappropriate with the view of obtaining special treatment in return for any improper advantage;
- report all instances of actual or indicated improper payments;
- not engage in any kind of anti-competitive conduct. This kind of conduct might include, but is not limited to, price fixing, insider trading, misleading or deceptive conduct, bid rigging, misuse of market power or coercive behaviour; and
- ensure that it has all appropriate policies, procedures and training in place within its organisation to combat the types of behaviour listed above.



10 Data Protection, Privacy, Confidentiality and Cyber Security

Whilst conducting its operations, it is necessary for Omexom Australia to collect, use, retain and disclose personal information and confidential information related to its commercial endeavours (**Omexom Australia Data**) to meet its business requirements.

Suppliers are expected to:

- take reasonable steps to protect personal information, including Omexom Australia Data, against unauthorised access or disclosure, theft or loss;
- ensure that it has appropriate IT systems, firewalls and protections in place to secure any digital data on its networks;
- unless otherwise agreed with Omexom Australia, not retain Omexom Australia Data for longer than required for the purposes of the works/ services being provided;
- restrict access to Omexom Australia Data where access is not required for the intended purpose for which it was obtained; and
- inform Omexom Australia of, and cooperate with Omexom Australia, in relation to any data breach or incident that may affect Omexom Australia Data.

11 Supplier Diversity and Community Investment

Omexom Australia is proud of the connections it makes within the local communities where it operates. Diversity comes in many forms. In relation to its business operations and engagement of suppliers, Omexom Australia endeavours to support local businesses of varying types and backgrounds.

Omexom Australia expects its Suppliers to:

- share Omexom Australia's commitment to supporting local and diverse businesses;
- engage local and diverse businesses in its own supply chains;
- support community engagement and education programs wherever possible and support Omexom Australia in its objective in this regard; and
- where possible, keep records of all activities in relation to community investment (including supporting local businesses) and provide that information to Omexom Australia upon request.



12 Make a Report

If a Supplier is concerned about an act or situation which is inconsistent with the expectations set out in this Code, Omexom Australia strongly encourages the Supplier to report that matter to Omexom Australia as soon as possible. A report can be made to the Supplier's usual contact at Omexom Australia, a Business Unit Manager or to one of Omexom Australia's Disclosure Officers, listed below:

Name of Disclosure Officer & Title	Contact Details
Mark TOLLEY Human Resources Manager	Email: mark.tolley@omexom.com Contact: +61 429 461 700
Simon NEIGER QSE Manager	Email: simon.neiger@omexom.com Contact: +61 418 458 921
Scott BYERS Chief Financial Officer	Email: scott.byers@omexom.com Contact: +61 409 141 741

13 Acknowledgement

By supplying and continuing to supply services, parts, material or equipment to Omexom Australia, the Supplier acknowledges and understands the following:

- it is Omexom Australia's expectation that the Supplier will comply with the behaviour expectations set out in this Code;
- it is Omexom Australia's expectation that the Supplier will, where possible, cause its own supply chains to commit to a set of behaviour standards similar to those contained in this Code;
- it is Omexom Australia's expectation that the Supplier will cooperate with all reasonable requests for data, information or documentation regarding compliance with the standards in this Code;
- Omexom Australia reserves the right to base its decision to engage a Supplier upon the Supplier's willingness to embrace the behaviours set out in this document and require the same standards of their own supply chains.

