

# Group Assets

## Supplier Code of Conduct

### 1. Objective

To outline the minimum standards of behaviour and business practices we expect our suppliers to adhere to in order to meet Flinders Port Holdings' corporate values of honesty, integrity, respect and dignity.

### 2. Policy Statement

Flinders Port Holdings Pty Ltd and its related bodies corporate (FPH Group) are committed to their mission of providing port infrastructure, stevedoring and logistics services that exceed the expectations of the FPH Group's shareholders, customers, people and communities. In delivering this commitment, the FPH Group is guided by its corporate values of honesty, integrity, respect and dignity.

In accordance with the expectations of its stakeholders, the applicable legal and regulatory requirements, and its commitment to sustainability and corporate values, the FPH Group always strives to operate responsibly and expects the same from its suppliers. The FPH Group selects suppliers appropriately and fairly. We consider not only quality and price, but also reliability and sustainability of supply chains; on-time delivery; supplier expertise and experience; the specific and/or specialist nature of the goods or services; performance of works; and innovation to be equally important.

This Supplier Code of Conduct sets out the minimum standards of behaviour and business practices we expect you, as our supplier, to adhere to. We also expect you to ensure these standards and practices remain consistent across your own supply chain.

### 3. Policy Implementation

#### Environment

- Proactively reduce negative impact from business activities and operations on the environment.
- Compliance with relevant environmental laws, regulations, guidelines and standards
- Continually strive to improve environmental management, focusing on reduction of waste, carbon emissions, water and natural resource consumption (as appropriate)
- Inclusion of negative environmental impact as part of a lifecycle approach for products and services from creation to disposal

#### Safety & Health Above All Else

## Social

- Commitment to protecting the health, safety and wellness of all employees, contractors, visitors and those in the community, as far as practicable, when carrying out operations
- Uphold human rights of workers, including by maintaining fair working conditions and not engaging in or being complicit in modern slavery practices
- Promote a culture of equality and diversity, including with respect to indigenous cultures
- Adopt procurement processes that promote equality of opportunity and treatment for all to ensure the elimination of unlawful discrimination
- Engage with, and seek positive outcomes for, the community
- Responsible sourcing of materials

## Governance

- Compliance with all applicable laws and regulations in all countries in which the business operates
- Adherence to the highest standards of ethical conduct in every aspect of business
- Respect applicable laws relating to bribery, corruption, money laundering, fraud and similar activities
- Report any actual, perceived or potential conflicts of interest
- Respect intellectual property rights and confidentiality
- Compliance with all applicable privacy and data protection laws
- Implement a grievance reporting mechanism, or (if required by law) whistleblower policy, and ensure that whistleblowers are protected from victimisation

## Quality & Innovation

- Deliver quality services and goods in accordance with supplied or nominated specifications/ standards at all times
- Encourage innovation in the identification of more sustainable alternatives for FPH's consideration
- Promote collaboration and co-operation to add value to our supply chains
- Demonstrate value, honesty, and integrity in the performance of business
- Maintain processes to ensure that probity, ethics and confidentiality are embedded in the performance of business

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### Safety & Health Above All Else