



# Supplier Code of Conduct



As a Perenti Global Limited company, the Perenti Code of Conduct sets out the standards of behaviour we expect of our directors, employees, consultants, contractors and you, our suppliers. The Perenti Code of Conduct is available on the [Perenti website](#).

Without limiting the Perenti Code of Conduct or Barmenco Terms and Conditions, this Supplier code of conduct has been created to summarise the key expectations Barmenco has of its suppliers. We may choose to not work with suppliers who do not meet our expectations and breach of this code is likely to amount to breach of Barmenco Terms and Conditions.

## 1. Health and Safety

We are committed to provide safe and healthy working conditions for the prevention of work-related injury and illness, and an environment in which our workforce can actively participate in the achievement of this vision. We expect our suppliers will:

- Comply with all laws and regulations and follow all applicable safety, security, health, injury management, and environmental rules, practices and procedures.
- Provide a safe and healthy workplace for employees including provision of appropriate personal protective equipment and training.
- Take all reasonable measures to eliminate workplace hazards.
- Ensure that accommodation, if provided, is safe, clean, healthy and respects workers rights to dignity and privacy.

## 2. Business Integrity and Ethics

We are committed to act fairly, respectfully and honestly. We expect our suppliers will:

- Comply with all applicable laws and regulations, including anti-corruption and competition laws.
- Never participate in any form of bribery or corrupt behaviour, including facilitation payments, and comply with Perenti's Anti-Bribery & Corruption Group Standard (available on the [Perenti website](#)).
- Understand and comply with the limit values for gifts and hospitality as required under Perenti's Anti-Bribery & Corruption Group Standard.
- Avoid business dealings and personal relationships that cause or could cause a conflict of interest (actual or potential), or that would create the appearance of a conflict of interest.
- Clearly record all transactions, including invoicing, without misleading or concealing the real nature of transactions.
- Ensure workers can report on violations, misconduct, or grievances without fear of retaliation.

### **3. Labour and Human Rights**

We are committed to the United Nations Guiding Principles on Business and Human Rights and will work with our suppliers to prevent, mitigate and where appropriate remedy modern slavery within operations and supply chains. We expect our Suppliers will:

- Ensure all work is voluntary and workers will not be subject to forced or compulsory labour.
- Prevent the use of child labour and comply with all laws pertaining the minimum age of employment.
- Ensure workers are reasonably and fairly paid with at least the minimum wage required by law and provided all legally mandated benefits. Workers will not be forced to work more than the number of hours permitted by law.
- Provide a workplace that is free of any form of inhumane treatment and that prevents the use or threat of harassment, physical or sexual violence, intimidation or discrimination.
- Treat all workers fairly and equally, irrespective of their nationality, ethnicity, religion, age, impairment, gender, marital status, sexual orientation, union membership, political affiliation or any other class that may give rise to discrimination by law.
- Respect workers' rights to lawfully and peacefully establish or join organisations of their choosing, including trade unions and to bargain collectively.

## 4. Environment

We are committed to excellence in environmental performance and maintaining effective environmental controls in our operations.

We expect our suppliers will:

- Comply with relevant local laws, regulations and standards related to the protection of the environment, including the safe handling, movement, storage, recycling or reuse and disposal of goods.
- In transferring any goods or conducting any services on a Barmarco site, ensure that such goods or services comply with all site-specific environmental requirements, including but not limited to those related either to identification and communication of substances found in supplier products, restriction of specific substances, or to labelling for recycling and disposal.
- Reduce their environmental footprint, and be active contributors to climate change solutions by minimising emissions, water use and waste generation.

## 5. Community

We are committed to establishing and maintaining lasting and positive relationships with the communities we work in. We expect our suppliers will:

- Support local communities by creating local jobs and wherever practical using the local goods and services.
- Act as a responsible member of the communities in which we work.

## 6. Information and Reporting

We are committed to the safe storage of confidential information and building trust with our suppliers to enable open and honest communication and information sharing. We expect our suppliers will:

- Protect our confidential information, including financial and pricing data, technical information and specifications, terms of agreements, and business plans.
- Ensure intellectual property rights (patents, trademarks, copyright) are respected.
- Maintain accurate financial and business records, including invoicing, in accordance with all applicable legal and regulatory requirements and accepted accounting practices.
- Speak up if you have a concern about any behaviour that does not comply with this Code or which may be a violation of the law. The Perenti Speak-Up Policy and Standard are available on the [Perenti website](#).