



SUPPLIER CODE OF CONDUCT

SRG Global Limited (**Company**)

ACN 104 662 259

COR-POL-0040

28/10/2022



1. Partnering with SRG Global

SRG Global Limited and its related bodies corporate (**SRG Global or the Company**) are committed to the development of ethical and sustainable growth in accordance with the environmental and social expectations of the jurisdictions in which we work.

Our existing **Code of Conduct (Code)** establishes the values and general principles SRG Global and our Employees are held to account. These include:

- Acting honestly, fairly and with respect and integrity
- Taking responsibility and be accountable
- Acting within the best interests of SRG
- Complying with all applicable laws and regulations

Collectively referred to as our **Principles**.

These Principles guide our decision-making process and how we conduct our operations. A copy of our Code can be located [here](#).

As we continue to strive for operational excellence, we recognise that our supply chain forms an integral part of achieving our goals.

This Supplier Code of Conduct (**Supplier Code**) establishes the minimum expectations of our supply chain partners (**Supply Partners**) when working with SRG Global including:

- Corporate Social Responsibility
- Health and Safety
- Environmental Protection
- Quality Control
- Operational Integrity

Whilst our Supply Partners are not related entities or subsidiaries of SRG Global, the conduct of their operations can adversely impact our brand and reputation. As such, we expect our Supply Partners to comply with the standards established in this Supplier Code.

All Supply Partners are expected to read, understand and communicate the contents of this Supplier Code to their related entities, their own employees and supply chain who support them in supplying to SRG Global.

1.1. Application of this Supplier Code

This Supplier Code does not remove or waive any obligation on our Supply Partners to comply with the laws, rules and regulations of the jurisdictions in which they operate.

A reference to a Supply Partner includes any individual or business who provides SRG Global with any product, material, service or goods of any kind (**Services**).



2. Corporate Responsibility

SRG Global is a brand within the public domain. As an entity listed on the Australian Stock Exchange, we have a commitment to both our stakeholders and the wider community to use our platform to advocate for the advancement of sustainable, fair and ethical business practices.

As a condition of partnering with SRG Global, we expect our Supply Partners to operate in a manner consistent with and exceeding these practices.

2.1. Human Rights

People are central to our operations. We expect our Supply Partners to manage their operations in a manner consistent with the United Nations Universal Declaration of Human Rights, International Labour Organisation and laws in the jurisdiction in which they operate. This expectation extends to their supply chain.

As a minimum we expect our Supply Partners to:

- Provide equal and fair treatment of all their employees
- Enable the right of their employees to freely engage with trade unions and enter into collective bargaining agreements
- Comply with all employment laws regarding minimum wage entitlements, payment of superannuation and associated leave entitlements
- Not discriminate against employees based on age, race, gender preference or sexuality
- Provide workplaces free of harassment
- Enable their employees to voice concerns without prejudice

2.2. Modern Slavery

The use of modern slavery in any form is expressly not permitted within any part of our Supply Partners operations, including their own supply chains. This includes, but is not limited to, the use of:

- Child labour
- Forced labour
- Trafficked labour
- Debt bondage including servitude
- Deceptive employment conditions, including the submission of government issued identification

Each considered **Slavery Conditions**.

It is the responsibility of Supply Partners to actively engage with and review their operations and supply chain to identify any potential or actual breaches of Slavery Conditions.

As a reporting entity under the Australian *Modern Slavery Act 2018*, SRG reserves the right to periodically undertake audits of our Supply Partner operations without notice.



2.3. Environment

Our view of Zero Harm is not limited to the health and safety of our people, but also to the natural environment in which we work. In particular SRG Global is committed (in all its businesses) to minimising our carbon pollution generation and the production of **Environmental Waste**.

We also recognise that achieving this will require a collective effort with both our customers and all participants of our supply chain.

To this end and to promote this reduction, SRG Global expects its Supply Partners to:

- Comply with all environmental laws including waste management and disposal
- Proactively review the impact their operations and supply chain have on the natural environment
- Encourage the identification and promotion of programs to reduce the environmental impact of their operations
- If required, work with SRG Global to monitor and track their carbon footprint

2.4. Health and Safety

SRG Global is committed to a Zero Harm working environment. We believe that all incidents, injuries and harm can be prevented.

Compliance with laws governing occupational health and safety represent the minimum standards to which SRG Global holds itself to. Our [Statement of Commitment](#) affirms Zero Harm principles including:

- Striving to identify all hazards and take reasonable and practicable steps to control those hazards
- Proactively consult with our Employees on health and safety initiatives
- Reporting all incidents, illnesses, non-conformances, hazards and near misses so we can learn from these events

As SRG Global holds itself to our Zero Harm commitment, we expect our Supply Partners to:

- Maintain systems and processes that comply with the laws governing work health and safety in their own operations and supply chains
- Proactively engage with SRG Global in notification, review and learning from incident events
- Provide adequate personal protective equipment suitable to the Services they are providing
- Ensure there is culture of accountability at levels of their operations.



3. Quality Control

SRG Global is a diversified industrial services company with three operating segments of Asset Maintenance, Mining Services and Engineering & Construction. SRG Global bring an engineering mindset to the delivery of critical services for major industry across the entire asset lifecycle of engineer, construct and sustain.

Ensuring the products and materials used on our works are essential to meeting the performance obligations our clients expect of SRG Global.

To support this obligation, we expect our Supply Partners to:

- Source goods, materials and products that are of a new and merchantable quality, meet all applicable laws, codes and standards, and comply with the manufacturer's specifications
- Implement and maintain control procedures relating to the testing and certification of manufactured goods, products and materials
- Maintain an open dialogue with SRG Global where specified goods, products and materials cannot be sourced
- Engage with their supply chain to ensure raw materials are ethically sourced
- If applicable and when reasonably requested from SRG Global, produce testing certificates, product traceability documentation or other such documentation to SRG Global.

4. Operational Integrity

All Supply Partners are expected to maintain sound administrative processes appropriate to their operations.

4.1. Governance and Risk Management

We expect our Supply Partners to establish governance and risk management systems that:

- Enable compliance with the laws, regulations and codes applicable to their operations
- Ensure the ability to continue delivery of the Services in the event of disruption
- Ensure all insurances, certifications and licenses required for their operations are maintained

4.2. Record Keeping

Supply Partners are expected to maintain accurate and current company records on financial transactions with SRG Global and others, employment, health and safety, and otherwise required at law.

Gifts, Hospitality and Services

SRG Global expects its Employees to act with integrity, honesty and impartiality.

Supply Partners are not permitted to:

- Provide any gifts, hospitality and services which could reasonably and foreseeably be perceived as inappropriate, conflict with our Code
- Entice or engage in any activity to seek or gain preferential treatment or favour



4.3. Anti-Bribery and Corruption

SRG Global promotes open and competitive business practices in accordance with trade practices laws.

Supply Partners are expected to:

- Comply with anti-bribery and corruption laws both domestic and foreign
- Not offer, give, promise, demand or receive any undue or improper payments, gratuities, commissions or items for favour or inducement
- Not engage in anti-competitive practices or cartel operations
- Adhere to these conditions in any jurisdiction, regardless of local customs

4.4. Raising a Concern

SRG Global is committed to continuous improvement. Should a Supply Partner or their employees become aware of a suspected or actual breach of this Supplier Code by:

- An SRG Employee
- Another Supply Partner
- A member of their supply chain

They are encouraged to raise this concern with their SRG Global contact point.

Where a Supply Partner would prefer to raise their concern confidentially, they may do so through our [Whistleblower Policy](#).