

# Ethical and Sustainable Procurement

## Supplier Code of Conduct

At Mater, we are determined to embed ethical and sustainable practices into every aspect of our business and we recognise the importance of these practices within our supply chain.

Mater is committed to the responsible engagement of suppliers. This commitment extends to suppliers sharing a consistent view to the ethical sourcing and trading of goods and services.

We are committed to ensuring that our procurement practices are transparent, fair and responsible and uphold high standards of integrity and honesty that align with our values.

### Commitment and Principles

Mater expects the highest ethical practices and professional standards from its people through their commitment to the following business practices and principles:

- Compliance with laws and regulations, including minimisation of the risks of modern slavery;
- Socially responsible and sustainable practices;
- Valuing and respecting all people by respecting diverse backgrounds, experiences and perspectives;
- Robust corporate governance;
- Displaying integrity with a proactive focus on risk awareness and management; and
- Environmental stewardship by mitigating environmental impacts.

We expect that our suppliers and their supply-chains share our values and adhere to these same principles which underpin this code.

### Human Rights

We expect our suppliers will:

- **Comply** with international human rights laws and norms set out in the International Bill of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work
- **Manage** all operations and supply chains to assess the risk of modern slavery practices and implement mitigation strategies to reduce this risk.
- **Ensure** compliance with relevant laws affecting forced or involuntary labour, child labour, discrimination and security practices. This includes freedom of employees to leave their workplace after their shift ends or to resign giving reasonable notice.
- **Allow** freedom of association and collective bargaining for workers to join or form trade unions of their own choosing and to bargain collectively.

### Protecting Health, Safety & Wellbeing

We expect our suppliers will:

- **Comply** with all local regulations in regard to sourcing of materials and disposal of waste. Mater may seek chain

custody evidence for raw materials and waste management processes.

- **Ensure** the safe storage, transportation and disposal of hazardous substances.
- **Actively** manage the environmental impact of operations and take responsibility for minimising the negative impact of products and / or services throughout their lifecycle.
- **Establish** an Environmental Management System aligned to ISO 14001 to manage environmental risks.

### Diversity and Inclusion

We expect our suppliers will:

- **Authentically** embrace diversity, and through this become truly inclusive within the workplace.
- **Actively** seek opportunities to include individuals and groups with attributes that broaden the diversity of the workplace.
- **Demonstrate Zero Tolerance** of unlawful discrimination, bullying, harassment or victimisation.
- **Ensure** hiring practices are based on an individual's ability to do the job and not on personal characteristics.

### Integrity

We expect our suppliers will:

- **Not tolerate** any form of corruption, including extortion, collusion and bribery.
- **Confirm** their commitment to fair competition and an open marketplace.
- **Inform** Mater of any conflict of interest – real or perceived – as soon as they become aware of it.
- **Provide** a whistle-blower policy or process which is clearly communicated and understood by employees.
- **Maintain** confidentiality in respect of any private, confidential or commercially sensitive information.

Suppliers are expected to self-assess their compliance with this code and take timely action to correct any deficiencies or breaches identified.

Suppliers may be requested to provide evidence of compliance with this Code of Conduct.



Mater will work with suppliers to ensure they follow this Code of Conduct and welcomes dialogue on how best to apply this code. At a minimum, suppliers are expected to adopt similar principles to those outlined in this Code of Conduct when dealing with their own critical suppliers.

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