



## SUPPLIER CODE OF CONDUCT

Southern Cross Austereo Pty Ltd ACN 109 243 110 (SCA) and our related bodies corporate take care in selecting suppliers to provide us with goods and services. We expect our suppliers to operate in accordance with all applicable laws, regulations and appropriate codes of practice.

This Code of Conduct establishes SCA's expectations and the minimum standards of behaviour required of our suppliers.

### 1. ETHICAL BUSINESS PRACTICES

Suppliers are expected to:

- be ethical in their business activities (including in the course of their relationships, practices, sourcing and operations);
- conduct themselves in a manner that is fair, professional and will not bring SCA into disrepute;
- comply with applicable laws and regulations on bribery and corruption and not engage in fraudulent, corrupt or exploitative activities;
- keep true and particular accounts and records of all goods or services provided to SCA, including all supporting materials used to generate relevant invoices; and
- not improperly use any private, confidential or commercially sensitive information of SCA that may come into the supplier's possession as a result of its dealings with SCA.

### 2. CONFLICTS OF INTEREST

Suppliers must:

- not engage in any action intended to entice or obtain any unfair or improper advantage; and
- declare to SCA any actual, potential or perceived conflict of interest that exists,

or is anticipated, in connection with its dealings with SCA.

### 3. LABOUR, HUMAN RIGHTS & MODERN SLAVERY STANDARDS

SCA is opposed to all forms of modern slavery, including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour or services, both in its activities and within its supply chain.

Suppliers must not engage or be complicit in any practices of modern slavery and must complete SCA's 'Supplier Questionnaire' upon request in respect of their operational practices.

Specifically, suppliers are expected to:

- ensure that employment is freely chosen and that all work is undertaken without coercion;
- ensure that there is no forced, bonded or involuntary labour;
- employ only workers who are the applicable minimum legal age;
- follow applicable laws and regulations with respect to wages, working hours, benefits and workers compensation insurance;
- provide goods and services in a manner consistent with any applicable human rights obligations;
- proactively identify, address and, where required by legislation, report on risks of modern slavery practices in their business operations and supply chains;
- comply with applicable anti-discrimination, prevention of harassment and bullying laws in their hiring and other employment practices; and
- respect the rights to freedom of association and collective bargaining to support decent working conditions.

#### 4. HEALTH AND SAFETY

Suppliers are expected to:

- comply with all applicable laws relating to workplace health and safety;
- manage occupational health and safety hazards; and
- provide workers with regular and recorded job-related health and safety training.

#### 5. ENVIRONMENTAL IMPACT

Suppliers must at a minimum comply with applicable laws, standards and notices from regulators relating to the environmental impacts of their business, including any management and reporting obligations.

Suppliers are expected to minimise the environmental impact of their operations and maintain environmentally responsible policies and practices.

#### 6. SUPPLIER COMPLIANCE

Suppliers are expected to monitor their compliance with this Code and notify SCA as soon as practicable if they become aware of a reasonable risk of a breach. Suppliers are expected to take reasonable steps to address, remedy and prevent the recurrence of any breach of this Code.

SCA may also periodically review or audit a supplier's compliance with this Code. In this event, suppliers are expected to co-operate and provide any information or documentation SCA reasonably requires.

The requirements set out in this Code are important to SCA. We will aim to work with suppliers to develop and implement corrective action plans where possible. However, material non-compliance or continued non-compliance with this Code may lead SCA to disqualify a potential supplier or terminate our business relationship with a supplier.