



PURPOSE

This Supplier Code of Conduct outlines Bonney Energy's requirements for all our Suppliers¹ in the area of compliance with applicable laws and regulations, in particular with regard to labour and human rights², work health and safety, caring for the environment and business integrity.

OUR COMMITMENT

Bonney Energy values integrity and honesty in its business and is committed to building a culture where diversity is valued, and all employees are treated with trust, dignity, respect, fairness and equity. Policies have been adopted to ensure a systematic approach is taken to meeting both our business principles and applicable laws and regulations. The below policies are a statement of our commitment.

- *Code of Conduct and Business Ethics Policy*
- *Equal Employment Opportunity Policy*
- *Human Resources Management Policy*
- *Bullying, Discrimination & Harassment Policy*
- *Whistleblower Policy*
- *Occupational Health & Safety Policy*
- *Environmental Policy*

OUR EXPECTATIONS OF OUR SUPPLIERS

We acknowledge Suppliers are integral to our business and we seek to engage with entities that share our values and act at all times in an ethical manner which is consistent with the following principles:

Diversity & Equal Opportunity

Bonney Energy has a longstanding commitment to the elimination of unlawful direct and indirect discrimination and strives to maintain diversity, equal opportunity and inclusion in its workplace. Suppliers are expected to promote a diverse and inclusive workplace free of discrimination based on race, colour, sex, sexual orientation, age, physical/mental disability, marital status, family/carers' responsibilities, pregnancy, religion, political opinion, national/ethnic origin or social origin.

Health & Safety

Bonney Energy is committed to ensuring the health, safety and welfare of all employees and acknowledges that workplace health and safety is a critical component of business activities. We require all Suppliers to adhere to applicable workplace health and safety laws, provide a safe and hygienic working environment, safe systems of work developed in consultation with employees, and documented systems to identify and record work-related injuries and illnesses

Labour, Human Rights² & Modern Slavery³

Bonney Energy is opposed to all forms of Modern Slavery both within its own operations and its supply chain. We require all Suppliers to respect Human Rights and ensure they are not complicit in Human Rights abuses.

Suppliers must not engage, or be complicit in, any practices of Modern Slavery. No-one should be made to work through force or intimidation of any form.

Suppliers are expected to provide employees with fair working conditions in accordance with applicable workplace laws and Fair Work legislation and ensure all forms of bullying⁴, harassment⁶ and discrimination⁵ is not tolerated within their organisation.



Supplier Code of Conduct

Anti-Bribery & Corruption

Bonney Energy’s Whistleblower Policy provides transparency regarding our processes for receiving, handling and investigating internal disclosures of wrongdoing and provides a mechanism through which individuals who disclose wrongdoing can do so safely, securely and with confidence that they will be protected and supported. Suppliers are required to ensure, if required by law, that they have legally compliant whistleblowing procedures and that whistleblowers are protected from victimisation.

Environment & Sustainability

Bonney Energy aims to reduce the impact of its operations on the natural environment and comply with all relevant local and national environmental laws and regulations. Suppliers are expected to comply with all relevant environmental laws and regulations and continually strive to reduce environmental harm by focusing on efficient use of natural resources, energy, water and raw materials, and minimise waste and pollution (e.g. greenhouse gases). Suppliers providing petroleum storage related services must ensure documented systems are implemented to reduce the likelihood of contamination to soil, groundwater, surface water and air.

Definitions:

¹**Supplier** means all third-party suppliers, consultants, business partners and contractors engaged to supply goods or services to or on behalf of Bonney Energy.

²**Human Rights** means the rights and freedoms of all human beings enshrined in The United Nations Universal Declaration of Human Rights.

³**Modern Slavery** is a term used to describe serious exploitation. It describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. Practices that constitute modern slavery can include: human trafficking, slavery, servitude, forced labour, debt bondage, forced marriage, and the worst forms of child labour.

⁴**Bullying** means “repeated, unreasonable behaviour towards another person or group which creates risk to health and safety” Fair Work Act 2009

⁵**Discrimination** means “behaviour that favours one individual or a group over others based on a protected attribute, whether this is known or assumed and can be direct or indirect”.

⁶**Harassment** means “conduct which offends, humiliates, intimidates, insults or ridicules another person based on a protected attribute in circumstances where a reasonable person would have anticipated the other person would be offended, humiliated, intimidated, insulted or ridiculed.”

References:

- The United Nations Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- Modern Slavery Act 2019
- Fair Work Act 2009

Authorised By:

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