

ANGLICARESA SUPPLIER & CONTRACTOR CODE

AnglicareSA expects its suppliers and contractors to comply with all applicable laws and industry regulations. In order to ensure the safety of our communities, clients and staff, compliance to these key AnglicareSA policies is also mandatory:

- AnglicareSA Values & Behaviours
- Code of Conduct
- Fair Treatment Policy

In addition to this, all suppliers and contractors who partner together with AnglicareSA must demonstrate that they have adopted the following socially responsible commitments:

1. Labour and Human Rights

Respecting and protecting the fundamental human and labour rights of workers, so all workers have:

- An inclusive and respectful workplace where diversity is respected and valued and workers have equal opportunities, regardless of gender, race, religion, age, sexual orientation, pregnancy, parental leave or disability.
- Freely chosen employment, with no deceptive recruiting practices, forced, bonded or involuntary labour.
- Fair pay and working conditions including a living wage, fair working hours and adequate rest periods.
- Freedom from child labour, or harsh or inhumane treatment including torture, physical and psychological abuse, slavery, servitude, trafficking of persons or forced marriage.
- Freedom to move and associate, including collective bargaining, the right to join or form trade unions (unless prohibited by applicable legislation), and no requirement or pressure to surrender government issued identification, passports or work permits.

2. Health and Safety

- Demonstrating commitment to health and safety as a fundamental element of how we do business together, including by:
- Adherence to the Work Health and Safety Act and following the health and safety standards, policies and procedures that apply to its work.
- Provide employees with job-related training
- Providing a safe and healthy workplace, demonstrating compassion for the employees, communities and customers impacted by its activities.
- Recognising safe behaviour and sharing information to prevent unsafe behaviour.
- Providing a workplace culture that encourages reporting of unsafe behaviour.

3. Environment

Demonstrating commitment to a sustainable future, through:

- Managing and seeking to minimise the environmental impact of its business and operations.
- Adopting sustainable practices and policies for the efficient use of water, energy, damage to ecosystems, safe storage, and disposal of hazardous waste, etc.

4. Appropriate Workplace Behaviour

Demonstrating that all employees are required to behave in accordance with their own organisational policies and expectations of conduct with zero tolerance towards:

- All forms of violence, including violence against women
- Sexual harassment
- Racism and vilification
- Discrimination
- Unwelcome behaviour
- Use of sexist, bigoted and sexually explicit language
- Verbal abuse and swearing
- Aggressive behaviour and intimidation

5. Communities

Actively supporting diverse community and First Nations engagement initiatives aimed at employing and procuring within the host communities in which it operates and, wherever possible, supporting , small to medium sized businesses and regional businesses.

6. Environmental, Social and Governance Reporting

Being committed to open communications and transparency, including by:

- Regularly collecting and reporting information on its performance relating to the expectations set out in this Code.
- Being willing and able to verify that it meets the expectations set out in this Code, including by cooperating with any AnglicareSA audit or inspection.
- Proactively and promptly explaining to AnglicareSA any areas in which it does not meet the expectations set out in this Code, the reasons for not doing so, and its plans to address those reasons.
- Reporting misconduct and implementing a corrective action process.

7. Business Integrity

Displaying high standards of ethics and business integrity and not acting in any manner which, by association, may bring AnglicareSA into disrepute.

8. Application of these Commitments

Proactively working with its own suppliers to ensure, and be able to demonstrate, that each meet the expectations set out in this Code.

Treating its own suppliers fairly and ethically, including by making payment in accordance with agreed payment terms as per the Fair Work Act.

AnglicareSA seeks to work with suppliers who agree that we will reflect the attributes set out in this Code appropriately in our contracts with one another.

AnglicareSA supports open and transparent working relationships where concerns can be safely voiced and investigated. We strongly urge suppliers, contractors and other stakeholders to speak up about issues and concerns at the earliest opportunity.

If you suspect these commitments may have been breached, we encourage you to raise this with your AnglicareSA contact, and be assured this will remain confidential.