

## 1. Introduction

This Supplier Code of Conduct (**Code**) outlines the standards, behaviours and practices we require suppliers to Autosports Group Limited and each of its subsidiaries (**Autosports Group**) to maintain when conducting business with Autosports Group.

Autosports expects all suppliers to:

- comply with all relevant laws and regulations;
- commit to meeting the standards in this Code;
- seek commitments from their own supply chain to also meet the standards in this Code;
- respond to requests for information in a timely manner; and
- promptly advise Autosports Group of any difficulties in meeting the standards in this Code.

As appropriate, Autosports Group will work closely with its suppliers by providing guidance and support to ensure that suppliers are aligned with the standards, behaviours and practices in this Code.

Non-compliance of a serious nature may result in Autosports Group being required to take action, including, but not limited to, terminating their supply relationship with Autosports Group.

We recognise that our suppliers vary in size and capacity. Autosports Group is committed to supporting smaller suppliers to take proportionate steps to meet the standards of the Code.

## 2. Human rights and labour practices

### Human rights

Autosports Group respects human rights and expects its suppliers to aim to conduct their business in alignment with the principles in the:

- International Labour Organization Declaration (ILO) on Fundamental Principles and Rights at Work; and
- United Nations (UN) Guiding Principles on Business and Human Rights.

### Free employment

Autosports Group condemns all forms of modern slavery. Suppliers are expected to take proactive steps to ensure their operations are free from modern slavery and human trafficking. All employment must be freely chosen by workers and workers must not be forced to remain in employment.

Workers must be provided with clear, written contracts in a language they understand, outlining the key conditions of employment, with sufficient time allowed for review before signing.

Suppliers must pay all recruitment related fees and related expenses for foreign contracted workers. Workers must not be charged fees at any stage and suppliers remain responsible for any third-party agencies they engage. Passports, identity documents or other essential papers must never be withheld or restricted.

## Respect, fairness, diversity and inclusion

Workers must be treated with respect, and must not be subject to bullying, harassment, abuse or degrading treatment. Autosports Group expects its suppliers to provide an inclusive workplace and not to discriminate against any worker based on age, disability, ethnicity, gender, marital status, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by law, in hiring or other employment practices.

This includes, but is not limited to, abuse and harassment which can be verbal, physical, sexual or psychological or psychosocial in nature.

### Prevention of child labour

Suppliers must comply with all applicable child labour laws, including those related to hiring, wages, hours worked, overtime and working conditions.

Only workers who meet the applicable minimum legal age requirement in the country where they are working may be hired by a supplier.

### Working hours, wages and benefits

Suppliers must follow all applicable local laws and regulations with respect to wages, working hours, overtime, leave provisions and workers compensation insurance. Workers must be paid at a minimum the legally mandated wage, including all applicable overtime rates and benefits.

Deductions from wages for any reason must not occur without the express permission of the worker.

### Freedom of association and collective bargaining

Workers must be provided the right to associate with others and join or form (or refrain from joining) trade unions to the extent mandated by local laws.



### 3. Health and Safety

#### Work health & safety risk management

Suppliers are expected to provide a healthy and safe work environment and integrate sound health and safety practices into their business. Suppliers must comply with all applicable laws relating to workplace health and safety.

Suppliers are expected to manage workplace health and safety hazards and take all possible precautions to prevent safety incidents in the workplace.

Suppliers must have a health and safety to detect, avoid and respond to potential risks to the safety of all workers.

#### Safe working environment

Suppliers must ensure that safe systems of work, including appropriate job-related training, are in place. Workers must be provided with suitable safety resources, equipment and personal protective equipment to perform their role safely.

Workers should be consulted regularly on workplace health and safety regulations.

#### Emergency preparedness

We expect our suppliers to have emergency plans and response procedures aligned with applicable laws and regulations regarding adequate exit facilities from suppliers' sites, appropriate hazard detection and suppression equipment, evacuation procedures, reporting and notification.

#### Product safety

We expect our suppliers to provide products and services that are safe, meet agreed and represented specifications, and comply with all applicable laws and regulations.

### 4. Integrity, Ethics and Conduct

#### Bribery, corruption and conflicts of interest

Autosports Group is committed to maintaining high standards of integrity, ethics, and conduct in all business dealings. Suppliers are expected to uphold these values by conducting their operations with honesty, transparency, and fairness and by complying with all relevant laws and regulations.

This includes not engaging in bribes, pay-offs, kickbacks or facilitation payments, whether directly or indirectly, regardless of the value.

To maintain high standards of integrity, suppliers should avoid financial, business or other relationships which may compromise their performance or relationship with Autosports Group.

Any conflicts of interest that cannot be avoided should be declared and managed appropriately.

#### Ethical sourcing

Where applicable, Autosports Group requires its suppliers to take adequate measures and controls to identify and take steps to eliminate the use of any conflict mineral in their supply chain and comply with applicable laws and regulations regarding ethical sourcing.

#### Confidentiality and intellectual property

Suppliers must respect intellectual property rights and safeguard any confidential information that Autosports Group has provided. Such information must only be used for authorised purposes and in accordance with any contractual agreement with Autosports Group.

#### Privacy and data security

Autosports Group requires its suppliers to comply with all relevant laws and regulations in relation to data protection and privacy, including but not limited to protecting any personal information of Autosports Group customers and employees from unauthorised access, use and disclosure.

Suppliers who collect, use, store or have access to personal information must have adequate processes and procedures in place to ensure compliance with applicable privacy laws and their contractual privacy obligations with Autosports Group.

#### Competition and Consumer Laws

Suppliers must comply with all applicable requirements relating to competition and consumer protections, including those relating to misleading or deceptive and anti-competitive practices within their supply chain.

#### Trade controls and avoiding contributing to criminal activity

Suppliers will comply with all applicable laws and regulations relating to sanctions, export, re-export, import and trade controls. Suppliers must implement measures to ensure they do not purchase goods or services from or support groups within may directly or indirectly fund or support criminal activity, unlawful violence or terrorist groups.

#### Record keeping and documentation

Suppliers are expected to maintain accurate and adequate records of all financial transactions and information regarding its business activities, labour, health and safety and environmental practices in accordance with applicable laws, policies and procedures. Where required, disclosure of information must be undertaken honestly without falsification or misrepresentation.

## 5. Environment

### Environmental responsibility

Autosports Group is committed to promoting environmental responsibility. We have a dedicated program to understand the impact of carbon, energy and fuel use in our business and the associated costs.

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

### Climate reporting

Suppliers are required to support the Autosports Group environmental programs, including the provision of data for understanding Scope 1,2 and 3 greenhouse gas emissions, energy use and climate related risks and opportunities for the products and services provided to Autosports Group.

### Environmental compliance

Suppliers are required to measure, monitor and report on environmental data in accordance with local and national laws and regulations.

### Waste and pollution

Suppliers are expected to minimise the environmental impact of their operations, including air, land, and water pollution. All wastewater and solid waste generated from operations, industrial processes, and sanitation facilities must be characterised, monitored, controlled, and treated as required before discharge or disposal.

### Hazardous substances

Suppliers must identify and manage chemicals and other materials posing a hazard to human health, human safety or the environment to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

## 6. Reporting concerns

Current and former suppliers, and employees of suppliers, are considered an Eligible Whistleblower under the Autosports Group Whistleblower Policy and are encouraged to report any suspected or actual breaches of the Code confidentially using the Autosports Group Whistleblower Service (details below).

Country	Contact
Australia	1300 933 977
New Zealand	+64 9 969 3355
Online	<a href="https://autosports.grapevineonline.com.au/">https://autosports.grapevineonline.com.au/</a>
QR Code	

