



# CODE OF CONDUCT

## Suppliers / Subcontractors / Consultants

By agreeing to supply goods and services to Spaceframe Buildings Pty Ltd, all suppliers, subcontractors and consultants (collectively called Suppliers) agree to comply with the Code of Conduct set out below.

Spaceframe Buildings Pty Ltd aims to be the next generation, evolved design and construct company in our marketplace. As part of our commitment in meeting that objective, is to ensure we source goods and services in an ethical, lawful and socially responsible manner.

Our Code of Conduct set out below, highlights the standards and expectations of code that we ask of all parties within our supply chain.

### **Code of Conduct Requirements – Compliance, Monitoring and Continuous Improvement**

We expect all Suppliers to abide by the principles set out in this Code as part of doing business with us. No part of this Code can be amended, varied or waived without our written approval.

We encourage Suppliers to take responsibility to continually improve health, safety, social and environmental conditions, ethical behaviour and responsible social procurement.

Suppliers may be required to complete an annual assessment of compliance with this Code and we may audit to ensure compliance with this Code. If that audit reveals a non-conformance, the Supplier must rectify the non-conformance reasonably and promptly.

### **Legal Requirements**

Suppliers must abide by all applicable laws, rules, regulations, mandatory guidelines, orders and codes and any standards in force from time to time, both in Australia and any other country in which the supplier operates.

The provisions of this Code are in addition to the specific provisions of any legal agreement between the supplier and Spaceframe.

### **Labour, Human Rights, Socially Responsible Procurement, Quality, Health Safety and Environment**

Part of our business model calls for all Suppliers to assist us to combat modern slavery and accordingly, Suppliers must comply with the Modern Slavery Act Australia 2020 in all respects. Human rights, fair working conditions and responsible labour sourcing must be fully upheld by all Suppliers, ensuring that they never receive forced labour or exploit anyone by forcing them to work by using threats, force, coercion, abduction or exerting any other form of control over them. Suppliers are also expected to ensure the same of the Supplier's upstream supply partners.

All Suppliers involved in our supply chain must comply with all workplace laws to provide equal, fair and safe work opportunities for all workers. Suppliers must not use child labour. Suppliers must not use illegal labour.

Suppliers must ensure compliance with the minimum national or industry standards for wages and benefits. Any overtime must be voluntary and compensated as prescribed by local laws.

Suppliers must ensure that their workplaces are free from discrimination, harassment and bullying.

Proper policies for rolling out and monitoring these human rights and work practices must also be upheld by all Suppliers.

All workers employed by our Suppliers must have a safe and clean working environment and comply with all local and national environmental laws and regulations. If required, a Supplier must be certified to ISO 45001 Occupational Health and Safety or an alternate recognised system.

All Suppliers must promote a working environment that protects the health and wellbeing of their workers as well as ensuring safe work practices, by complying with all relevant health and safety legislation, including management, reporting, training, education and actively identifying workplace health and safety risk.

All Suppliers must take all reasonable steps to identify hazards, evaluate their risk and implement effective risk controls.

Suppliers must promote socially responsible procurement, including local sourcing, employment opportunities for disadvantaged groups, diversity and inclusion, and supply chain transparency.

### **Heavy Vehicle National Laws**

All Suppliers must demonstrate full compliance with Heavy Vehicle National Laws.

Suppliers should always maintain best road transport industry practices including scheduling, loading and unloading, vehicle safety, vehicle mass and dimension, speeding, driver behaviour and safety, driver fitness, driving hours and fatigue management and security.

Suppliers must not make or impose any demands or requirements on any supply chain participant that would cause any person to breach applicable road transport laws.

### **Non-Conforming Building Products**

All Suppliers must demonstrate full compliance with Non-Conforming Building Products Laws.

Suppliers must ensure that they and their Sub-suppliers maintain and are able to provide all information relating to building products supplied and shall always comply with any notices issued relating to Non-Conforming Building Products.



## **Ethics, Anti-bribery**

Suppliers must comply with all fair competition laws relating to honest, transparent and in good faith business dealings, ensuring proper record are kept and prompt disclosure is made to us of any actual or potential conflicts of interest.

All Suppliers are prohibited from conduct involving bribery and corruption, money laundering, insider trading, conflicts of interest, fraud, favours or unlawful or improper payments in business or otherwise.

## **Privacy**

All Suppliers are bound by the Privacy Act and must have adequate data privacy and security protection to protect against unauthorised access, use and disclosure of personal information.

