

Supplier Code of Conduct

Corporate Policy

ACN 008 947 813



IMDEX™

At IMDEX we are committed to transparent, safe, and ethical procurement practices. Our aim is to partner with like-minded suppliers to help us deliver leading solutions that enhance our clients' operations.

To achieve this, we have developed this Supplier Code of Conduct, with reference to internationally recognized standards (including the Ten Principles of the United Nations Global Compact), which sets out our minimum expectations of suppliers, their subsidiaries and subcontractors (Suppliers). This policy is applicable to all Suppliers to IMDEX including suppliers of services or products, agents and distributors.

This Supplier Code of Conduct aligns with IMDEX's Corporate Governance Policies, corporate values and internal expected behaviours. Central to these policies, values and behaviours is:

- Health and safety for employees, contractors, clients, suppliers and the public;
- Compliant and ethical business practices;
- Diversity and human rights;
- Protecting the environment and communities in which we operate; and
- Respect, transparency, and support to speak-up.

We may choose not to work with, or cease to work with, Suppliers who do not meet these minimum expectations.

1. Health and safety for employees, contractors, clients, suppliers and the public

Every employee and contractor has the right to work in a safe environment. Such an environment also enhances operational performance, increases engagement and makes IMDEX a great place to work.

At IMDEX we expect our Suppliers to:

- Be compliant with all relevant safety legislation and regulations
- Comply with our site and product-specific safety recommendations and requirements
- Take all reasonable measures to eliminate the risk of workplace harm – including the provision of a safe working environment, an adequate emergency response plan (to safeguard employees, operations and security of supply where possible), appropriate training, and personal protective equipment
- Uphold a formalised health and safety policy – including a process for recording, managing and reporting all safety incidents and accidents.

2. Compliant and Ethical Business Practices

Our Board and shareholders expect the highest standards of ethical conduct in every aspect of our business and our Suppliers' business including: relationships; practices; sourcing; and operations.

At IMDEX we expect our Suppliers to:

- Comply with all applicable legislation, regulations and sanctions
- Share a zero-tolerance approach to bribery, corruption and extortion – including any form of facilitation payments or improper interaction with government officials, IMDEX employees, any subcontractors and fellow suppliers
- Disclose any conflicts of interest with IMDEX's business employees, personnel or contractors, as soon as the Supplier becomes aware or any such conflict, or reasonably should have been aware of the conflict
- Maintain policies and practices to identify, manage and report (without fear of retaliation) any possible conflicts of interest, misconduct or grievances
- Act fairly and reasonably in competition, and with respect to anti-trust or competition legislation and regulations.

3. Diversity and Human Rights

We uphold the human rights of all workers and require that everyone is treated with respect and dignity in accordance with the Universal Declaration of Human Rights, and the Australian Modern Slavery Act 2018.

At IMDEX we expect our Suppliers to:

- Comply with all applicable legislation and regulations relating to human rights and employment practices
- Build and maintain a fair, diverse and inclusive workforce that does not differentiate or discriminate against any person on the basis of race, ethnicity, caste, gender, sexual orientation, religion, nationality, marital status, social origin, age, political affiliation, disability, physical appearance, union membership or any other characteristic
- Share a zero-tolerance approach to any forms of slavery in its business operations and associated supply chains. This includes forced labour, human trafficking, debt bondage, the sale or exploitation of children, workplace inequality, inhumane treatment, excessive working hours, and security payments or fees for recruitment
- Ensure fair remuneration and work conditions and nurtures the wellbeing of all employees
- Respect the privacy of persons and comply with laws relating to collection, use and protection of personal information
- Provide employees and contractors with appropriate levels of training to comply with this Supplier Code of Conduct.

4. Protecting the Environment and Communities in which we Operate

We are committed to protecting the environment from all potential operational impacts. We focus on continual improvement, increasing awareness, training and accountability throughout the organisation.

At IMDEX we expect our Suppliers to:

- Comply with all applicable environmental legislation and regulations, and local community legislation and regulations
- Take all reasonable measures to mitigate and manage any impact to the environment and communities in which they operate, including reducing, reusing and recycling where possible
- Ensure products contracted to manufacture are made to specification and do not contain any additional substances
- Store, handle and use chemicals, products and equipment in accordance with industry standards and manufacturer instructions
- Uphold a formalised environmental policy – including a process for recording, managing and reporting the environmental impact of their operations.

5. Information Management

At IMDEX we expect our Suppliers to:

- Record and share information in a timely, accurate and relevant manner
- Maintain accurate financial and business records, including invoicing, in accordance with all applicable legal and regulatory requirements and accounting standards
- Report on economic, social and environmental performance to meet regulatory and contractual requirements
- Respecting the intellectual property rights of IMDEX and other parties (patents, trademarks, copyright, and confidential information)
- Further information is also available on our website including: IMDEX's Corporate Governance Statement; Code of Conduct; Anti-Bribery and Anti-Corruption Policy; Speak-Up Policy; corporate values and expected behaviours

If you have any questions regarding this Supplier Code of Conduct, or about our expectations, please do not hesitate to contact: