



Ridley Corporation Limited

Supplier Code of Conduct

At Ridley, we are serious about safety, social responsibility and ethical business practices.

We expect our Suppliers to share this commitment and this Code sets out the minimum standards expected of all our Suppliers.

Who must comply with the Code

This Code applies to all participants in the Ridley supply chain anywhere in the world (**Suppliers**).

In addition to Code compliance, Ridley expects all Suppliers to abide by the laws, rules and regulations of the jurisdictions in which they operate.

The expectations in this Code do not supersede or alter the Supplier's regulatory and contractual obligations. The Code operates in conjunction with these obligations.

Suppliers must communicate the Code to related entities, suppliers and subcontractors who support them in providing goods and services to Ridley. All participants in a Supplier's goods and services chain must be aware of, understand and comply with the Code.

Code Compliance

Suppliers are expected to:

- self-assess compliance with this Code and take the necessary actions to correct any non-compliance;
- should raise any concerns and/or seek clarification from Ridley regarding the Code and its application within their business; and
- if requested by Ridley, provide evidence and confirmation of their compliance with the Code, including the provision of documents and records that support compliance.

Ridley may cease dealing with any Supplier who is found to have acted unethically or illegally, or who has persistently failed to comply with the Code.

HEALTH AND SAFETY

- **Workplace Health and Safety**

Safety is our number one priority. Suppliers are expected to:

- comply with all applicable laws relating to workplace health and safety;
- take proactive measures to prevent workplace hazards; and
- have in place appropriate management and organisational structures to monitor and manage risks to health and safety and to record health and safety incidents.

- **Anti-Discrimination and Harassment**

Suppliers are expected to:

- commit to a workplace free from workplace bullying, harassment, victimisation and abuse; and
- not bully workers or threaten workers with, or subject them to, unlawful or inhumane treatment. This includes, but is not limited to, abuse and harassment which can be verbal, physical, sexual or psychological.

PROTECTING THE ENVIRONMENT

Suppliers are expected to:

- comply with all applicable laws and regulations relating to the environment, including any management and reporting obligations;
- operate in an environmentally responsible manner;
- develop and maintain business practices to promote energy efficiency, reduce pollution (including greenhouse gas emissions) and conserve resources;
- use minimum packaging that is consistent with safe, hygienic and protective transport of goods, and identify and use packaging that will be recyclable and efficient; and
- if required by Ridley, measure and report on the environmental impact of the manufacture and supply of goods, or the supply of services to Ridley.

QUALITY

Suppliers are expected to:

- provide the highest quality standards aligned with recognised Feed Safety and Quality standards along with relevant regulatory and legal requirements;
- commit to continuous improvement and practices that minimise the risk pests, disease or quality risks on at Ridley sites;
- ensure that their supply chain and processes products are protected from tampering, intentional adulteration, malicious contamination and / or mislabelling; and
- actively monitor their supply chains and, where sourcing materials which are commonly the subject of illegal or unethical trade, take all reasonable precautions to ensure that the materials that they source and use are obtained from legitimate and ideally accredited, suppliers.

HUMAN RIGHTS

We respect human rights as fundamental to our business and the communities in which Ridley operates. We expect all of our suppliers to respect the personal dignity, privacy and rights of each individual employed in their business.

- **Modern Slavery**

We seek to protect against all forms of modern slavery and serious exploitation including human trafficking, forced labour and child labour within our organisation and within our supply chain.

Ridley is committed to acting ethically and with integrity in all business dealings and seeks to protect labour rights standards, legislation and statutory requirements in the countries in which we operate. This includes a commitment to educating and influencing those in our supply chain to ensure no form of modern slavery is taking place in their own business operations and supply chain.

Suppliers are expected to:

- provide goods and services to Ridley in a manner consistent with any applicable human rights obligations;
- actively monitor their supply chain to ensure that neither they or anyone in their supply chain engage in any form of modern slavery;
- notify Ridley in writing as soon as practically possible upon becoming aware of any conduct that amounts to, or may amount to, modern slavery within their supply chain; and
- proactively identify, address, and if required by legislation, report on risks of modern slavery in business operations and supply chains.

- **Labour Laws and Freedom of Association**

Suppliers are expected to:

- follow all applicable laws and regulations with respect to wages, superannuation, leave entitlements, working hours and workers compensation insurance;
- allow workers to associate with others, form and join (or refrain from joining) industrial organisations or associations of their choice and bargain collectively, or engage in any lawful industrial activity without interference, discrimination, retaliation or harassment; and
- refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation.

ETHICAL CONDUCT AND CONFLICT OF INTEREST

Suppliers are expected to:

- maintain appropriate standards of behaviour, conduct and ethics in all relationships, practices, and operations;
- comply with all anti-bribery, anti-corruption and anti-money laundering laws;
- comply with national competition laws and, to the extent applicable, international trade laws, including sanction laws, export controls and intellectual property laws;
- not engage in, either directly or indirectly, fraudulent, corrupt or collusive activities;
- conduct themselves in a manner that is fair, professional and that will not bring Ridley into disrepute; and
- declare any situation that raises an actual, potential or perceived conflict of interest related to or in connection with its dealings with Ridley.

SECURITY AND CONFIDENTIALITY

Suppliers are expected to:

- respect and protect, and ensure their employees respect and protect, the confidentiality of any confidential information disclosed to them by Ridley, or by other suppliers involved in the supply of goods and services to Ridley;

- ensure that any personal information disclosed to them by Ridley is only used for the purposes for which it is disclosed and any restrictions on the use and disclosure of that information are respected; and
- implement reasonable measures to secure the information in their possession, so as to minimise the likelihood of their involvement in the public disclosure of any confidential or personal information.

PROTECTION OF WHISTLEBLOWERS

Suppliers are expected to:

- recognise the importance of encouraging the reporting of improper conduct within their organisations and of protecting those who disclose such matters in good faith; and
- where required by the laws of the countries in which they operate, have in place a policy with respect to current and former employees making disclosures of improper conduct within the Supplier's organisation which aims to protect the individual making the report from any reprisal, victimisation or harassment, keep their identity confidential and facilitate the investigation of the matters reported.

MONITORING AND EVALUATION

Suppliers are expected to:

- ensure that they have procedures in place for the recording and reporting of matters which breach this Code of Conduct. Those records must be made available for inspection by Ridley on request. Ridley recognises that such records may be confidential and will respect that confidentiality.

Ridley may, from time to time, conduct onsite evaluations and inspections of a Supplier's facilities, and those of their subcontractors supporting Ridley's operations, to review compliance with this Code. Ridley will make on-site evaluations no more than once in any two-year period in connection with this Code, except where there are reasonable reasons to believe that there has been a material breach of the Code.

THE SUPPLIER CODE OF CONDUCT IN ACTION

If you wish to report a breach or suspected breach of the Supplier Code of Conduct including a suspected instance of Modern Slavery in connection with Ridley's supply chain, we recommend you raise your concern with your usual Ridley contact.

If you are not satisfied, you can report your concern to a member of the Executive including the CEO and/or Company Secretary via the Ridley website (www.ridley.com.au).

If you are not comfortable reporting a concern direct to Ridley, an alternate channel for reporting is via the external and independently operated **Stopleveline**.

Telephone (Australia):	1300 304 550
Telephone (Overseas):	02 5500 7307
Online:	https://ridley.stopleveline.com.au
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