

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**).

Ridley expects all suppliers to abide by the laws, rules and regulations of the jurisdictions in which they operate. The Code operates in conjunction with these obligations. Participants in a supplier's goods and services chain must be aware of, understand and comply with the Code.

Code Compliance

We expect suppliers to:

- self-assess against this Code and act to correct non-compliance;
- raise any concerns and seek clarification from Ridley if required; and
- where asked by Ridley, confirm compliance with the Code, including providing documents and records in support.

Ridley may cease dealing with any supplier found to have acted unethically, unlawfully, or who materially failed to comply with the Code.

Health and Safety

Safety is our number one priority.

We expect our suppliers to provide a safe work environment and integrate sound health and safety management practices into their business. Suppliers must comply with all applicable laws and regulations relating to workplace, health and safety.

Anti-Discrimination and Harassment

We expect our suppliers to provide workplaces free from bullying, harassment, victimisation and unlawful or inhumane treatment.

Anti-Corruption and Sanctions

We expect our suppliers to comply with all relevant laws and regulations on bribery, improper payments, fraud, corruption and prohibited business practices including trade sanctions. Sanctions can prohibit certain transactions and commercial dealings, and it is an offence to engage in any conduct that breaches a sanction.

Modern Slavery

We expect our suppliers to take all reasonable steps to ensure their businesses and supply chains are free from modern slavery practices.

Protecting the Environment

We expect our suppliers to operate in an environmentally responsible manner.

Quality

We expect our suppliers to provide the highest quality standards aligned with recognised feed safety and quality standards.

Ethical Conduct and Conflict of Interest

We expect our suppliers to act ethically and comply with anti-bribery, anti-corruption and anti-money laundering laws, national competition laws and, to the extent applicable, international trade laws, including sanction laws.

We expect our suppliers to not engage in, either directly or indirectly, fraudulent, corrupt or collusive activities and declare any situation that raises an actual, potential or perceived conflict of interest related to or in connection with its dealings with Ridley.

A conflict of interest arises when a person's business and private interests intersect.

Security and Confidentiality

We expect our suppliers to keep confidential information any information disclosed to them by Ridley.

Protection of Whistleblowers

We expect our suppliers to support the reporting of improper conduct and to protect those who report such matters from reprisal, victimisation or harassment or loss of anonymity.

Policies

We expect our suppliers to observe and comply with all relevant Ridley policies located at <https://www.ridley.com.au/investor-centre/#corporate-governance> including the Modern Slavery Policy, Anti-Bribery and Corruption Policy, Sanctions Policy and Speak Up Policy.

Monitoring and Evaluation

We expect our suppliers to have procedures in place for reporting of matters which breach this Code of Conduct. Ridley may request these records (acknowledging that such records may be confidential and that Ridley will respect that confidentiality).

We may, from time to time, conduct site inspections of a supplier's facilities 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 unless we have a reasonable basis to believe there has been a material breach of the Code.

Supplier Code of Conduct in Action

If you are concerned about a possible breach of this Code, you may report using the following channels:

You can report to your usual Ridley contact. If 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).

You can report via the external and independently operated **Stopline**.



Telephone (Australia): 1300 304 550
Telephone (Overseas): 02 5500 7307
Online: <https://ridley.stoplinereport.com>
Email: ridley@stopline.com.au
Mail: Ridley c/o Stopline, PO Box 403, Diamond Creek VIC 3089 Australia

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