



Supplier Code of Conduct Policy

1. INTRODUCTION

Our Suppliers are integral to the success of our business and we are committed to working with Suppliers who share Greatland's commitment to operating in a safe, responsible and sustainable manner. This Supplier Code of Conduct Policy sets out the behaviours and business practices we expect of our suppliers and of our Greatland employees when engaging with suppliers.

2. BEHAVIOURS

In order to align with Greatland's values, we expect our Suppliers to:

- Comply with applicable laws, regulations and contract requirements.
- Perform business in a manner that is honest, fair and transparent.
- Not engage in business practices involving bribery or corruption.
- Disclose any real or perceived conflict of interest in dealings with Greatland.
- Proactively report any concerns to Greatland in a timely manner.

3. HEALTH AND SAFETY

Greatland values Suppliers who have a documented set of policies and procedures, aimed at promoting a safe and healthy workplace.


We expect our suppliers to:

- Comply with applicable health and safety laws, regulations and contract requirements.
- Provide a safe workplace and maintain appropriate controls to minimise health and safety risks, including providing appropriate training to ensure people have the skills required to work safely.
- Where applicable, adhere to Greatland's health and safety requirements.

4. ENVIRONMENT AND SUSTAINABILITY

Greatland is committed to responsible environmental management of our activities and seek to minimise our impact to the environment.

Greatland values Suppliers who act responsibly in managing the environmental impacts of their business operations.

Version Control	Revision Date	Policy Document Approver
1.0	November 2022	 Shaun Day, Managing Director

We expect our Suppliers to:

- Comply with applicable environmental laws, regulations and contract requirements.
- Be proactive in managing environmental risks.
- Minimise any adverse environmental impact across their operations and supply chain.
- Promote a culture of environmental awareness.
- Where applicable, adhere to Greatland's environmental requirements.

5. HUMAN RIGHTS

Greatland is committed to the fundamental human rights of our employees, the communities in which we operate, our supply chains and other stakeholders engaged with our business.

We expect our Suppliers to:

- Promote a diverse, inclusive and safe workplace that is free from harassment and discrimination.
- Respect freedom of association.
- Prohibit the use of forced labour, including human trafficking, slavery, debt bondage servitude, deceptive recruiting, forced marriage and child labour.


6. COMMUNITY

Greatland is committed delivering a positive contribution to the communities where we operate. Greatland value Suppliers who:

- Utilise local employees, services and products in their business.
- Support social and economic development of local communities.
- Respect cultural heritage sites, customs and traditions to ensure heritage protection.

7. RAISING CONCERNS

Where there are serious concerns about non-compliant behaviour by a Greatland employee or a Supplier in relation to this Policy, a report should be made to your Manager or under Greatland's Whistleblowing Policy.

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