



SUPPLIER CODE OF CONDUCT

Our expectations for responsible, ethical and sustainable supplier relationships

1. PURPOSE

Nutrano is committed to conducting business responsibly and respecting fundamental human rights. This Code sets out the ethical standards and expectations applicable to suppliers, contractors and consultants.

2. OUR SUPPLIER EXPECTATIONS

- A. **Compliance with laws:** Comply with all applicable Australian and relevant international laws, regulations, licences and requirements.
- B. **Sub-contractors:** Notify Nutrano where third-party sub-contractors are engaged, where relevant, and take reasonable steps to ensure they understand and support this Code.
- C. **Gifts, benefits & anti-bribery:** Avoid offering gifts or benefits to Nutrano employees other than token gestures of appreciation. Gifts/benefits should not exceed \$250 unless declared in accordance with Nutrano policy. Comply with all applicable anti-bribery and corruption laws.
- D. **Equality & non-discrimination:** Promote equal opportunity and comply with anti-discrimination laws. Do not discriminate because of protected characteristics, including race, gender, ethnicity, age, disability, pregnancy, family responsibilities, religion or political activity.
- E. **Diversity & inclusion:** Support diversity and inclusion and, where applicable, maintain an aligned approach and promote these principles within your supply chain.
- F. **Human rights & modern slavery:** Respect human rights and comply with applicable requirements relating to forced labour, child labour and Modern Slavery under the Modern Slavery Act 2018 (Cth).
- G. **Health, safety & wellbeing:** Provide a safe and healthy workplace and support physical and mental wellbeing. Physical violence, verbal abuse, harassment, sexual harassment and intimidation are not acceptable.
- H. **Wages & working conditions:** Pay at least the applicable minimum legal wage and provide legally required benefits and entitlements. Comply with applicable working-hours legislation, awards and industrial instruments.
- I. **Freedom of association:** Respect employees' lawful right to associate, organise, bargain collectively and join trade unions of their choice without adverse consequences.

3. NON-COMPLIANCE

Nutrano may audit suppliers and reserves the right to terminate a business relationship where a supplier does not comply with this Code.

4. RAISING CONCERNS

Suppliers and Nutrano employees are encouraged to raise actual or suspected non-compliance. Concerns may include human rights abuse, modern slavery or child labour, corruption or illegal activity, labour-law breaches, safety or environmental concerns, discrimination, harassment or other breaches of this Code. Nutrano may investigate concerns and request supplier cooperation.