

## Lendi Group Supplier Code of Conduct

Effective Date: 15 September 2023

At Lendi Group (“we”, “us”, “our”) believe in conducting business in a responsible manner and value ethical business practices, social responsibility, and sustainable development. We expect our suppliers and business partners to share these values and operate in accordance with the highest standards of integrity. Our suppliers are advised to review this Supplier Code of Conduct (“Code”) and to ensure that relevant areas of their operations and supply chain can meet these requirements.

**Evaluation & Monitoring:** We seek to engage with reputable organisations for the supply of products and/or services and undertake relevant due diligence identification and onboarding processes of our new suppliers. Suppliers are expected to cooperate fully with any such verification processes and to provide accurate and timely information. We may also periodically request reasonable documentation and evidence from suppliers to demonstrate alignment with the Code as part of our ongoing monitoring activities.

**Application of the Code:** We expect all our existing and new suppliers to commit to the Code. Suppliers should ensure that any of their employees, agents, or supply chains that partly or fully contribute to the provision of goods or services to our Group are aware of, understand and comply with the Code as well.

This Code is not meant to supersede or change the suppliers’ regulatory or contractual obligations with us. Suppliers should review existing agreements or terms and conditions already in place as they may contain additional obligations or higher standards than those set out in this Code.

By adhering to the Code, we can collectively promote responsible business practices, protect human rights, and contribute to a sustainable future. We invite our suppliers to embrace these principles and work collaboratively with us to create a better and more ethical world.

- 1. Compliance with Laws and Regulations:** When conducting business with us, suppliers must comply with all applicable laws, regulations, policies, procedures, and good industry practices. These include, but are not limited to, laws related to labour, health and safety, environmental protection, anti-corruption, and human rights.
- 2. Labour and Human Rights:** We recognise our responsibility to respect human rights, which we see as fundamental to us making a meaningful contribution to the communities in which we operate and to the supply chains we utilise. We expect a high standard of human rights performance across our operations and supply chains. Suppliers should respect and uphold all fundamental human rights of their employees and workers.
- 3. Health, Safety, and Environment:** Suppliers should establish and maintain appropriate and effective health and safety management systems to provide a safe working environment, and take proactive measures to prevent accidents, injuries, and occupational illnesses from occurring.
- 4. Ethical Business Practices:** Suppliers must conduct their business with honesty, integrity, and transparency. Suppliers should ensure that their agents, employees, and supply chain do not engage in any form of corruption, bribery, fraud, or unethical behaviour.
- 5. Supply Chain Management:** Suppliers should maintain responsible and sustainable supply chains. This includes engaging in fair and transparent business practices, promoting diversity and inclusion, and respecting intellectual property rights.
- 6. Conflict of Interest Management:** We expect our supply partners to proactively communicate to us, and to take all reasonable steps to identify, eliminate or adequately manage Conflicts (Actual, potential, or perceived) that could potentially cause material risk to the interests of our customers, employees, or generally the integrity and reputation of our Group.
- 7. Confidential Information & Intellectual Property Rights:** Unless otherwise agreed in writing or already available in the public domain, all information exchanged between us, and our suppliers are provided on a confidential basis. Suppliers must ensure that they have

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appropriate controls and measures in place to protect Confidential Information and Intellectual Property exchanged as part of doing business with us.

8. **Privacy:** When engaging with our Group, we expect Suppliers to protect personal data and comply with all applicable privacy regulations and laws (*including the Australian Privacy Act 1988*) as well as securing any data it may exchange, process, store or otherwise handle while doing business with us, against unauthorised access or use.
9. **Reporting and Communication:** Suppliers should establish effective communication channels and reporting mechanisms to promptly address any concerns or potential violations of this Code. They should encourage reporting of any ethical or compliance-related issues without fear of retaliation.

If a supplier considers that it, or another supplier in its supply chain has deviated or breached their obligations under the Code, they must report the concern to us as soon as possible by email to their Lendi Group business partner, or alternatively [procurement@lendigroup.com.au](mailto:procurement@lendigroup.com.au). Alternatively, reports can be made to our Whistleblower program by emailing [speakup@lendigroup.com.au](mailto:speakup@lendigroup.com.au).

10. **Consequences of Non-Compliance:** We will consider any known or identified non-compliance by our suppliers, or their supply chains, in assessment of our ongoing relationship. Significant non-compliance may result in actions, including termination of our business relationship. Prospective suppliers may be disqualified or removed from bidding lists if our assessment is that they are unable to substantially comply with this Code.