

SUPPLIER CODE OF CONDUCT

Cadoux Limited (Cadoux) takes care in selecting suppliers of goods and services and expects them to operate in compliance with recognised local national and/or international laws, regulations, standards and appropriate codes of practice. While our suppliers are independent entities, their business practises and actions may impact upon Cadoux's reputation. For this reason, our suppliers must work to the following legal, ethical, social and environmental standards of conduct.

1. Corporate Governance and Ethical Business Practices

Suppliers must:

- comply with all local national laws and regulations on bribery, corruption and prohibited business practises, and maintain policies and appropriate internal controls to safeguard against these practices;
- conduct business in an ethical, fair and courteous manner;
- determine whether the Foreign Influence Transparency Scheme Act 2018 may apply to them and comply with any obligations to register their activities with Cadoux under this scheme if required;
- be able to report on each element listed in this Supplier Code of Conduct and allow Cadoux to undertake at least one independent and unannounced audits per annum (whether directly or through a third party) of all factories that manufacture goods for supply to Cadoux. Cadoux will comply with health and safety procedures required by Suppliers before they enter such factory or other facility for audit purposes;
- promote timely and balanced disclosure to Cadoux of material legal, ethical, social and environmental matters concerning any goods or services provided that will or may adversely affect supply of the goods or services provided to Cadoux or could expose Cadoux to reputational damage; and
- adhere to acceptable business practises in their own suppliers' arrangements, including providing for timely payment and reasonable contractual conditions

2. Management Practices which Respect the Rights of Employees and Local Community

Suppliers must:

- demonstrate a commitment to human rights and fair employment practises and engagement of workers in accordance with existing international standards such as the UN Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the ILO Declaration on Fundamental Rights at Work, the UN Convention on the Rights of the Child, and ILO Convention 138; and
- show responsibility to the local communities in which they operate by conducting business in a way that builds good relations and achieves a positive impact.

3. Labour Rights

Suppliers must ensure that:

- any labour provided by employees or other workers is freely chosen;
- they do not engage any forced, bonded or involuntary prison labour;

- workers are not required to lodge deposits or their identity papers with the Supplier or its associates and are free to cease providing their labour and services after providing reasonable notice; and
- policies and practices are in place to allow violations, misconduct, or grievances to be reported by workers and addressed without fear of reprisal.

4. Freedom of Association and Collective Bargaining

Suppliers must ensure that:

- rights in connection with freedom of association and collective bargaining are respected;
- workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively;
- Suppliers and their associates adopt an open attitude towards the lawful activities of trade unions and their organisational activities;
- workers' representatives are not discriminated against and have access to carry out their lawful representative functions in the workplace; and
- where the right to freedom of association and collective bargaining is restricted under relevant laws, the Suppliers and their associates facilitate, and do not hinder, the development of equivalent means for independent and free association and bargaining.

5. Working Conditions

Suppliers must ensure that:

- a safe and hygienic working environment is provided, bearing in mind the prevailing knowledge within the industry and of any specific hazards;
- reasonable steps are taken to prevent accidents and injury to health of persons in the working environment;
- workers receive regular and recorded health and safety training and that such training is repeated for new or reassigned workers;
- access to clean toilet facilities, clean and drinkable water and, if appropriate, sanitary facilities for food storage are provided to the workers;
- accommodation, where provided, shall be clean, safe and meet the basic needs of the workers;
- where applicable personal protective equipment is available for use by workers and that workers are trained in the use of such equipment;
- safeguards on machinery meet or exceed local laws; and
- responsibility for health and safety is assigned to a senior management representative.

6. Child Labour

Suppliers must comply with ILO Convention 138.

7. Living and Equal Wages

Suppliers must ensure that:

- workers receive a fair wage that is enough to meet basic needs and to provide some discretionary income;
- they pay both male and female workers on the principle of equal pay for equal work;
- all workers are provided with particulars of their wages for the pay period concerned each time that they are paid; and
- amounts will only be deducted or withheld from a worker's wages in accordance with applicable local laws and regulations, and with the express consent of the worker concerned.

8. Working Hours, Wages and Benefits

Suppliers must ensure that:

- they comply with all applicable local laws and regulations in respect of working hours, wages, benefits, superannuation, leave entitlements, public holidays and compensation insurance for workers;
- all workers are provided with clear and understandable information about the terms of their engagement before they commence work;
- workers will not be required to work hours that are unreasonable or that endanger the health and safety of the worker, their fellow workers or any member of the public;
- all overtime worked is voluntary, reasonable and paid at the rate and in accordance with applicable local laws and regulations; and in the absence of any such applicable local laws and regulations, they comply with the relevant standards published by the ILO from time to time.

9. Discrimination

Suppliers must ensure that there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

10. Relationship with workers

Suppliers must ensure that:

- the terms on which workers are engaged, and the nature of the relationship between workers and Suppliers or their associates, complies with applicable local laws and this Code of Conduct; and
- Suppliers and their associates engage workers fairly and do not misrepresent the terms or nature of their relationship with workers.

11. Harsh or Inhumane Treatment

Suppliers must ensure that physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are prohibited.

12. Work and immigration

Suppliers must ensure that:

- only workers with a legal right to work shall be employed or engaged by Suppliers and their associates;
- they have reviewed relevant original documentation for all workers, including employment agency staff, to validate that they have the legal right to perform the work; and
- they implement processes to enable adequate control over agencies with regards to the above points and related legislation.

13. Subcontracting and Home Working

Suppliers must ensure that:

- there shall be no sub-contracting except as approved by Cadoux; and
- there are adequate processes in place for properly managing sub-contracting and home working to ensure sub-contractors comply with applicable laws and do not abuse, exploit or provide unsafe working conditions for their employees or workers.

14. Impact on Environment

Suppliers must:

- Act to protect the environment in which they operate
- Embed environmental management principles within business operations and processes.
- Strive to continuously improve environmental and resource management
- Measure, monitor and report on environmental data in accordance with applicable local and national laws and regulations.

15. Risk Management

Suppliers must:

- have a risk management framework which incorporates social, ethical, safety and environmental risks into their risk management processes; and
- have a business continuity plan to minimise business impacts in the event of major disruption including an emergency response plan to minimise harm to employees and other workers, the local community and the environment in the event of a site disaster.

16. Code of Conduct

New Suppliers will receive the Code of Conduct as part of the contract execution process. Suppliers must:

- engage in our process to risk assess their likely ability to adhere to our Code of Conduct; and

- where requested join Supplier Ethical Data Exchange (SEDEX) and undertake their assessment. The assessment covers labour standards, health & safety, environmental and business ethics which are completely in line with our Code of Conduct. Suppliers requested to perform this assessment must undertake this assessment within three months from the date of request. It is expected that suppliers renew SEDEX membership and update where applicable their own assessment/s content annually.

Assessment results are reviewed by Cadoux and follow-up activities may be necessary. Suppliers must take reasonable steps to support the follow-up activities to help Cadoux gain transparency and manage potential and/or material risks.

A handwritten signature in black ink, appearing to read 'Roland Hill', is positioned above a horizontal line.

Roland Hill

Chief Executive Officer

Review Date: 31 March 2026

31 March 2026

Date