



SUPPLIER CODE OF CONDUCT

We reserve the right to review and update AJL Supplier Code of Conduct when deemed necessary. The most recent version can be found on our website www.lucas.com.au.

AJL Supplier Code of Conduct is set across three areas:

ETHICAL BUSINESS PRACTICE

Contractors, consultants and suppliers are to comply with all applicable laws and regulations. Contractors, consultants and suppliers should not tolerate, permit or engage in:

- i. Bribery
- ii. Corruption
- iii. Anti-competition practices
- iv. Money laundering
- v. Tax evasion
- vi. Human rights violation
- vii. Unethical practices

Contractors, consultants and suppliers are to avoid conflicts of interest in their obligations to AJL and take steps to declare and manage any conflicts, including in respect of their employees.

Contractors, consultants and suppliers are to have appropriate policies and controls to ensure compliance with the above.

SAFETY, HEALTH, SECURITY, ENVIRONMENT AND COMMUNITY

Contractors, consultants and suppliers must have a systematic approach to safety, health, security, environment and community designed to ensure compliance with all applicable laws and regulations and to achieve continuous performance improvement.

We expect our contractors, consultants and suppliers to:

- i. Commit to protect the environment in compliance with all environmental laws and regulations
- ii. Strive to eliminate fatalities, work-related injuries and health impairment of the workforce
- iii. Provide a safe and healthy working environment, including appropriate personal protective equipment (PPE)
- iv. Provide regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers
- v. Maintain a high level of emergency preparedness and response to manage any potential safety, health, security and environmental emergency including fire safety
- vi. Have appropriate policies and controls protecting the safety and health of their workforce
- vii. Treat members of the community with dignity and respect
- viii. Have zero tolerance for activities such as threatening behaviour, violence, coercion, sexual exploitation or abuse



LABOUR AND HUMAN RIGHTS

As a minimum, contractors and suppliers will comply with all national, statutory and regulatory requirements including the International Labour Organisations core labour right. Contactors/suppliers must:

- i. Prohibit the use of child labour
- ii. Not tolerate forced, bonded or unlawful imprisonment labour
- iii. Prohibit the lodging of “security deposits” or retaining any original identity or travel documents of employees
- iv. Not tolerate inhumane treatment of their workforce, including any form of physical, sexual or verbal abuse, bullying or any other forms of intimidation – including the threat of abuse
- v. Recognise and respect the right of their workforce to freedom of association and rights to collective bargaining
- vi. Not permit any deductions from wages as a disciplinary measure
- vii. Not permit any deductions not permitted by law
- viii. Eliminate all forms of illegal discrimination while encouraging diversity in the workforce. This shall include an elimination of 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
- ix. At best efforts, ensure that regular employment is provided, eliminating the extended usage of fixed or short-term contracts to avoid conferring mandated benefits to workers
- x. Have appropriate mechanisms to evaluate and address risk of human trafficking and modern slavery

All contractors, consultants and suppliers are responsible for compliance with AJL Supplier Code of Conduct.

Brett Tredinnick

Group Chief Executive Officer

AJ Lucas Group Limited