

Mulpha Signal Group

Supplier Code of Conduct



Our Commitment

Mulpha Signal Group (**Signal Group**) is committed to promoting ethical, environmental and social standards throughout our supply chains and to operate responsibly. We are committed to aligning our strategy and growing our business in an ethical way that promotes human rights and provides a positive impact to the environment and local communities.

Supplier Expectations

As part of our ongoing commitment to operate responsibly and to ensure we engage supplier who are aligned with our commitments we set expectations of our suppliers which are documented within this Supplier Code of Conduct.

Suppliers are expected to provide goods and services in a manner consistent with any applicable human rights obligations.

Consistent with relevant modern slavery legislation, Suppliers are expected to proactively identify, address and report on risks of modern slavery practices (defined broadly to include all forms of human trafficking, forced labour and slavery-like practices) in their business operations and supply chains.

We expect our suppliers to comply with the requirements of the Supplier Code of Conduct. In the event of a significant breach of the Supplier Code of Conduct or ongoing non-compliance we reserve the right to terminate the relationship.

Our Standards

Our suppliers are expected to comply with the following standards:

Compliance with relevant laws and regulations

Suppliers are expected to comply with laws and regulations in the countries in which they source, operate and supply including relevant international laws and trade sanctions.

Labour Practices

Prevention of involuntary and underage labour

Suppliers are expected to comply with all applicable laws and regulations including laws and regulations concerning hours, compensations and working conditions.

Suppliers are expected to:

- (a) ensure that all work is undertaken without coercion;
- (a) not use any form of forced, bonded or indentured labour; and
- (b) employ only workers who are the applicable minimum legal age.

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All use of temporary and outsourced labour should be within the limits of the law. Suppliers are therefore expected to:

- (a) use all reasonable endeavours to ensure that the third-party recruitment agencies it uses are compliant with the provisions of this code and applicable law; and
- (b) be responsible for payment of all recruitment-related fees and expenses in recruiting foreign contract workers either directly or through third party agencies.

Working hours, wages and benefits

Suppliers must:

- (c) follow all applicable laws and regulations with respect to wages, working hours and workers compensation insurance;
- (d) ensure that all workers receive their legally mandated minimum wages, benefits, superannuation, leave entitlements and time off for legally recognised holidays; and
- (e) pay workers' wages as required under applicable laws in a timely manner and not be expected to use wage deductions as a disciplinary measure. All overtime is expected to be reasonable and paid at the rate and in accordance with the applicable laws.

Freedom of association and collective bargaining

Suppliers are expected to freely allow workers to associate with others, form and join (or refrain from joining) industrial organisations or associations of their choice and bargain collectively, or engage in any lawful industrial activity without interference, discrimination, retaliation or harassment.

Human Rights

Suppliers are expected to promote human rights in their workplace and supply chains in a manner consistent with any applicable human rights obligations.

Social Responsibilities

Suppliers are expected to create environments for workers not to be subjected to unlawful discrimination, bullying and harassment and to include diverse groups in the communities that they operate.

Health and Safety

Suppliers are expected to comply with all applicable health and safety laws, regulations and standards and protect the health and safety of all persons in the workplace including employees, contractors and other visitors.

Environment

Suppliers are expected to recognise their responsibility to ensure that activities, products and services are designed to enhance the environment in the communities that they operate and to ensure operations do not place the local community or environment at risk of harm.

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Audits

Signal may request an independent audit with a suppliers compliance with this code and relevant legislation.

The Supplier Code of Conduct should be read in conjunction with the following Mulpha Signal Group key policies:

- Workplace Health and Safety Policy
- Environmental Policy
- Work Health and Safety Policy
- Ethical Procurement Policy
- Whistleblowing Policy

Document Control Log

Version	Document Owner	Author	Approval	Date
1.0	Legal and Compliance	Lesley Stradling/ Naomi McRae	Risk Management Committee	October 2022