



Supplier Code of Conduct

August 2023

Ryman Healthcare Limited, including its subsidiaries, (together Ryman) is committed to conducting business in a sustainable ethical manner. This Supplier Code of Ethics (Code) applies to all suppliers of goods and services to Ryman, except as otherwise agreed in writing between Ryman and a specific supplier.

It is each supplier's responsibility as a supplier to ensure its employees, agents and contractors comply with this Code when conducting its business with Ryman and in all other dealings with Ryman and Ryman's people.

1 Conduct and ethical business

Ryman expects its suppliers to:

- Conduct their business in an ethical and professional manner
- Handle all dealings with integrity and transparency while complying with all relevant laws, regulations, and standards
- Not engage in any actions or activities that are illegal, dishonest, or unethical. This includes not breaching insider trading laws in relation to Ryman's listed financial products; and
- Not do anything that may harm the good name and reputation of Ryman or bring Ryman into disrepute. This includes (but is not limited to) posting to any social media or internet sites.

2 Environment and sustainability

Ryman expects its suppliers to:

- Ensure that goods and services supplied to Ryman are obtained and produced in a responsible and sustainable way that minimises impact on the environment and comply with all applicable environmental laws and standards
- Reduce negative environmental impacts including minimising waste, managing chemicals, and treating air emissions, with a final goal of a sustainable business; and
- Have an environmental and sustainability policy that, taking into account the nature of a supplier's business, substantially aligns with Ryman's [Sustainability Strategy](#) and that is proportionate to the supplier's business's environmental risks, and will implement this policy diligently.

3 Gifts and services to Ryman people

Ryman expects its suppliers to not give gifts or personal benefits, which can include (but is not limited to) hospitality, discounts, special terms and travel if it could be perceived this could compromise or influence any decision made by Ryman.

4 Bribery and corruption

Ryman expects its suppliers to not engage in any form of bribery or corruption.

5 Conflicts of interest

Ryman expects its suppliers to disclose any actual or potential conflicts of interest relating to the supplier's activities as a supplier to Ryman, including any interest a Ryman employee, contractor or an associate or family member may hold in the supplier's business.

6 Labour and human rights

Ryman requires its suppliers to:

- Maintain working conditions for their employees that are safe and healthy
- In alignment with Ryman being opposed to and not tolerating any form of modern slavery and expecting that its suppliers will not engage in or support child labour, human trafficking or modern slavery, adhere to all applicable modern slavery laws in the production or provision of the supplier's goods and/or services (and do all things reasonably requested by Ryman to assist Ryman in meeting its obligations under any modern slavery laws applicable to Ryman, including (but not limited to) providing all information concerning the supplier's supply chain and that of its sub-contractors and suppliers where Ryman requests that information)
- Ensure their workplace is free from discrimination based on race, gender, age, marital status, sexual orientation, disability, or any other reason (and, alongside this, promote equal employment opportunities, inclusion, and diversity)
- Ensure none of their employees is subject to harassment, bullying or mental and physical abuse; and
- Pay their sub-contractors promptly.

7 Health and safety

Ryman expects its suppliers to:

- Comply with all relevant health and safety laws, including (but not limited to) any directions and restrictions imposed by the government or an authority in relation to any pandemic; and
- Implement a robust health and safety policy and ensure the policy is accessible to all their employees and that their employees are given sufficient training in it.

8 Marketing and advertising

Ryman expects its suppliers to not to engage in advertising, marketing or promotional activities that reference or implicate Ryman, its name, logo or services without prior written consent from Ryman.

9 Reporting

Ryman expects its suppliers to provide it with reports and other information, in a format acceptable to Ryman, that Ryman may reasonably request in connection with the supplier's compliance with this Code and its relationship with Ryman, and the supply of goods and services (as applicable) to Ryman and its people.

Ryman may (at its sole discretion) carry out an audit of a supplier's compliance with this Code. Ryman expects its suppliers to comply with any reasonable requests and requirements in connection with any such audit. Ryman may use the results of the audit(s) as part of its decision-making on future engagements with a supplier.

10 Confidentiality and privacy

Ryman expects its suppliers to:

- Treat all their business dealings with Ryman as confidential
- Ensure that reasonable and adequate safeguards are in place to protect the security of any information provided by Ryman; and
- Comply with all relevant privacy legislation when collecting, using, disclosing, storing or disposing of any personal information that suppliers may be provided with, or be exposed to, as a supplier to Ryman.

11 Updates

Ryman may update or replace this Code from time to time. The updated or replacement Code will take effect from the date on which the updated or replacement Code is posted to Ryman's website. It is each supplier's responsibility to ensure it is aware of, and complies with, any updated or replacement Code.

Ownership and review

Approver	Ryman Healthcare Board
Date	August 2023
Reviewer	Board
Ownership	Chief People and Safety Officer
Review frequency	Every two years or as required