

At Ridley, we are serious about safety, social responsibility and ethical business practices.

We expect our suppliers to share this commitment, and this Code sets out the minimum standards expected and required of all our suppliers.

Who Must Comply with the Code

This Code applies to all participants in the Ridley supply chain anywhere in the world (**suppliers**).

Ridley expects all suppliers to abide by the laws, rules and regulations of the jurisdictions in which they operate. The Code operates in conjunction with these obligations and does not supersede, alter or diminish a supplier's legislative, policy, regulatory or other contractual obligations. Participants in a supplier's goods and services chain must be aware of, understand and comply with the Code.

Code Compliance

We expect suppliers to:

- proactively self-assess against this Code and act to correct non-compliance;
- raise any concerns, report any possible or actual non-compliance of breaches of the Code to Ridley, and seek clarification from Ridley if required;
- immediately report any adverse rulings or enforceable undertakings issued by regulatory bodies related to conduct under the Code to the applicable department or agency;
- where asked by Ridley, confirm compliance with the Code, including providing documents and records in support; and
- co-operate with Ridley, including to implement remedial action to address breaches of the Code.

Ridley may cease dealing with any supplier found to have acted unethically, unlawfully, or who materially failed to comply with the Code.

Health and Safety

Safety is our number one priority.

We expect our suppliers to provide a safe work environment and integrate sound health and safety management practices into their business. Suppliers must comply with all applicable laws and regulations relating to workplace, health and safety.

Labour and Human Rights

We expect our suppliers to:

- provide workplaces free from bullying, harassment, victimisation and unlawful or inhumane treatment;
- take all reasonable steps to ensure their businesses and supply chains are free from modern slavery practices and to actively support the elimination of modern slavery by identifying and mitigating modern slavery risks along their supply chain;
- respect workplace rights to lawful freedom of association and to offer lawful, fair and transparent terms and conditions of employment, including fair remuneration, working hours and working conditions;
- not engage in, and have systems in place to prevent, 'sham contracting' and any other recognised exploitative or unfair engagement practices.

Anti-Corruption and Sanctions

We expect our suppliers to comply with all relevant laws and regulations on bribery, improper payments, fraud, corruption and prohibited business practices including trade sanctions. Sanctions can prohibit certain transactions and commercial dealings, and it is an offence to engage in any conduct that breaches a sanction. Suppliers must comply with our Anti-Bribery and Corruption Policy (available at <https://www.ridley.com.au/investor-centre/#corporate-governance>), which strictly prohibits all forms of bribery, corruption, secret commissions, facilitation payments, kickbacks and the improper solicitation of government officials, and sets out our expectations for the prevention, detection and reporting of bribery and other forms of corruption.

Protecting the Environment

We expect our suppliers to operate in an environmentally responsible manner and to comply with applicable environmental laws and regulations, and to actively work to minimise the environmental impact of their operations.

Quality

We expect our suppliers to provide the highest quality standards aligned with recognised feed safety and quality standards.

Ethical Conduct

We expect our suppliers to act ethically and comply with anti-bribery, anti-corruption and anti-money laundering laws, national competition laws and, to the extent applicable, international trade laws, including sanction laws.

We expect our suppliers not to engage, directly or indirectly, in any fraudulent, corrupt or collusive conduct in connection with their dealings with us.

Conflict of Interest

We expect our suppliers to promptly disclose to us any situation that raises an actual, potential or perceived conflict of interest related to or in connection with its dealings with Ridley, and to work with us to appropriately manage any such conflict.

A conflict of interest arises when a person's business and private interests intersect.

We expect our suppliers to conduct their business with us impartially and ethically.

We expect suppliers to avoid any financial, business or other relationships that could, or could reasonably be perceived to, compromise their ability to perform their obligations to us objectively and in our best interests.

Security and Confidentiality

We expect our suppliers to keep confidential any information disclosed to them by Ridley.

We expect our suppliers to have appropriate systems and processes in place to protect our confidential information and to dispose of that information securely and appropriately, including in accordance with any applicable contract.

We expect our suppliers to take all reasonable steps to ensure that Ridley data (personal and commercial) is protected against unauthorised or unlawful processing, including any unlawful or accidental destruction, alteration, damage, loss, misuse, interference, disclosure of, or access.

We also expect suppliers not to improperly use any private, confidential or commercially sensitive information in their possession, or to which they have access, in connection with their dealings with us.

Protection of Whistleblowers

We expect our suppliers to support the reporting of improper conduct and to protect those who report such matters from reprisal, victimisation or harassment or loss of anonymity.

Compliance with Competition Law

Suppliers must comply with their competition law obligations including the *Australian Competition and Consumer Act 2010* (Cth). Suppliers must not engage in collusive and/or anti-competitive conduct or abuse a dominant position in a market.

Subcontractors and delegation

We expect our suppliers to take reasonable steps to ensure that their employees, contractors and subcontractors comply with the expectations set out in this Code.

Policies

We expect our suppliers to observe and comply with all relevant Ridley policies located at <https://www.ridley.com.au/investor-centre/#corporate-governance> including the Modern Slavery Policy, Anti-Bribery and Corruption Policy, Sanctions Policy and Speak Up Policy.

Monitoring and Evaluation

We expect our suppliers to have procedures in place for reporting of matters which breach this Code of Conduct. Ridley may request these records (acknowledging that such records may be confidential and that Ridley will respect that confidentiality).

We may, from time to time, conduct site inspections of a supplier's facilities to review compliance with this Code. Ridley will make on-site evaluations no more than once in any two-year period in connection with this Code unless we have a reasonable basis to believe there has been a material breach of the Code.

Supplier Code of Conduct in Action

If you are concerned about a possible breach of this Code, you may report using the following channels:

You can report to your usual Ridley contact. If not satisfied, you can report your concern to a member of the Executive including the CEO and/or Company Secretary via the Ridley website (www.ridley.com.au).

You can report via the external and independently operated **Stopleveline**.



Telephone (Australia): 1300 304 550
Telephone (Overseas): 02 5500 7307
Online: <https://ridley.stoplinereport.com>
Email: ridley@stopline.com.au
Mail: Ridley c/o Stopline, PO Box 403, Diamond Creek VIC 3089 Australia

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