RESOURCES

resourcing the new economy for a better tomorrow

SUPPLIER CODE OF CONDUCT

EQ RESOURCES LIMITED (EQR)

ABN 77 115 0009 106

eqresources.com.au

1. Purpose

This Code sets out the minimum standards required of suppliers, contractors, consultants and service providers engaged by EQR (**Suppliers, you**). You must comply with this Code and ensure your personnel and subcontractors do the same.

Compliance with this Code is a condition of doing business with EQR.

2. Compliance with Laws

You must:

- ✓ comply with all applicable laws;
- ✓ maintain all licences, permits and approvals;
- ✓ promptly notify EQR of any material breach of applicable laws relevant to your product (whether goods or services); and
- ✓ cooperate with EQR's reasonable compliance enquiries.

3. Business Integrity

You must conduct business honestly, ethically and with integrity. This includes not engaging in:

- ✘ fraud;
- ✘ bribery or corruption;
- ✘ misleading or deceptive conduct;
- ✘ anti-competitive conduct; or
- ✘ any unlawful or improper business practice.

You must:

- ✓ maintain controls to prevent bribery and corruption;
- ✓ ensure gifts, hospitality and entertainment are reasonable, proportionate and lawful; and
- ✓ maintain accurate books and records.

4. Modern Slavery and Human Rights

You must:

- ✓ identify and manage modern slavery risks;
- ✓ demonstrably recognise human rights and avoid practices that adversely impact workers, local communities or vulnerable groups
- ✓ not engage in forced labour, trafficking, servitude, debt bondage or unlawful child labour;
- ✓ provide information requested by EQR; and
- ✓ promptly notify EQR of any actual or suspected modern slavery issue.

5. Sanctions and Trade Compliance

You must:

- ✓ comply with all applicable sanctions, export control and trade laws;
- ✓ not knowingly supply product to EQR in breach of applicable sanctions laws;
- ✓ maintain reasonable controls to identify sanctions risks; and
- ✓ promptly notify EQR if the Supplier becomes aware of any sanctions issue that may affect your product.

6. Conflicts of Interest

You must:

- ✓ avoid actual, potential or perceived conflicts of interest;
- ✓ promptly disclose any conflict of interest to EQR; and
- ✓ implement measures reasonably required by EQR to manage the conflict.

7. Confidentiality and Information Security

You must comply with all applicable privacy, data protection and cybersecurity laws, including the General Data Protection Regulation (GDPR) where applicable. If you process personal data on behalf of EQR, you must comply with EQR's data processing requirements and cooperate with reasonable privacy compliance requests. The Supplier must:

- ✓ protect EQR information from unauthorised access, use or disclosure;

- ✓ use EQR information only for authorised purposes;
- ✓ maintain reasonable information security controls;
- ✓ promptly notify EQR of any actual or suspected data breach, cyber incident or unauthorised disclosure affecting EQR information; and
- ✓ comply with EQR's policies made available to you.

Our policies and charters including our Social Media Policy are posted from time to time on EQR's website and you are require to comply with them or notify us where you cannot and how and when you are to comply.

8. Workplace Conduct and Safety

You must:

- ✓ provide a safe and healthy workplace;
- ✓ comply with applicable work health and safety laws;
- ✓ provide a workplace free from unlawful discrimination, harassment and bullying;
- ✓ ensure personnel are appropriately trained and supervised;

9. Environment

You must:

- ✓ comply with applicable environmental laws and approvals, which includes taking reasonable steps to minimise waste, resource consumption and greenhouse gas emissions arising from its operations;
- ✓ minimise adverse environmental impacts; and
- ✓ cooperate with EQR's environmental objectives where relevant to your product.

10. Supply Chain Responsibility

You are responsible for your subcontractors and must ensure they comply with standards substantially equivalent to this Code.

11. Compliance Monitoring

Upon request, the Supplier must provide information reasonably required by EQR to demonstrate compliance with this Code. A failure to provide information within a reasonable time may be a basis for EQR forming an adverse view of the degree of compliance.

12. Reporting

The Code requires your prompt action. You are required to notify EQR without undue delay and, where personal data is affected, no later than 24 hours after becoming aware of the incident.

You must promptly notify EQR of:

- ✓ any material breach of this Code;
- ✓ any significant regulatory investigation;
- ✓ any modern slavery concern;
- ✓ any sanctions issue; or
- ✓ any material cybersecurity incident affecting EQR information.

You must not retaliate against any person who raises a genuine compliance concern in good faith.

13. Contact EQR

Either to the Procurements & Contracts Manager, the General Counsel & Company Secretary or EQR Whistleblower Protection Officer.

14. Document Version Information

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