

Supply Chain Code of Conduct

Decmil's (inclusive of all subsidiary companies of Decmil Group Limited, collectively referred to in this Policy as **Decmil**) is committed to conducting business with integrity and operating in a safe and sustainable manner. The Decmil Code of Conduct, available on the Decmil website, describes our expectations for the conduct of Decmil's employees, directors, officers and subcontractors.

To support the Decmil Code of Conduct, Decmil has developed a *Supply Chain Code of Conduct* ("**Code**") which sets out expectations of our suppliers and subcontractors regarding business integrity, health and safety, environmental protection, labour practices and human rights issues.

Business Integrity

Integrity is the cornerstone of good corporate governance. We expect that our Supply Chain companies will:

- Comply with all applicable laws and regulations on anti-bribery and corruption;
- Conduct business in a fair, ethical and honest manner;
- Not offer any gifts, entertainment, inducements or benefits which may influence, or be seen to influence Decmil employees, subcontractors or fellow suppliers;
- Not offer, promise, pay, authorise, accept or request bribes of any form (including facilitation payments and undisclosed commissions);
- Not improperly influence the decisions of a public official in any country;
- Disclose any actual or potential conflicts of interest and not engage in any collusive or anticompetitive behaviour when responding to requests for quotation or tender;
- Ensure that their workforce can report workplace violations, misconduct or grievances without fear of retaliation; and
- Take all reasonable measures to ensure that information provided by Decmil is kept confidential.

Health and Safety

Decmil is committed to maintaining a healthy and safe working environment for our employees, contractors and visitors. We work with Supply Chain companies that take health and safety as seriously as we do. We expect that our Supply Chain companies will:

- Comply with all applicable health and safety laws and regulations;
- Maintain a healthy and safe workplace which aims to eliminate workplace injuries and illness;
- Provide their workforce with role-specific personal protective equipment and appropriate health and safety training; and
- Ensure that there is an emergency preparedness plan in place to safeguard employees, operations and security of supply in emergency situations.

Environmental Protection

Decmil is committed to protecting the environment through the pursuit of ecologically sustainable design, resource efficiency strategies and emission reduction initiatives. We expect that our Supply Chain companies will support this approach, and:

- Comply with all applicable environmental laws and regulations;
- Seek ways to minimise the adverse environmental impacts of their operations, products and services, through:
 - Efficient use of raw materials, energy and water
 - Minimising the generation of waste through re-use and recycling of materials
 - Minimising greenhouse gas emissions
 - Managing and protecting biodiversity
- When requested, provide relevant information as an input to Decmil's environmental reporting.

Labour and Human Rights

Decmil is committed to respecting and upholding human rights and prohibits modern slavery in its operations and supply chain¹. We expect that our Supply Chain companies will:

- Conduct business in a manner that upholds and respects human rights and complies with all applicable laws and regulations;
- Develop and maintain a fair, diverse and inclusive workforce that does not discriminate against any employee based on gender, nationality, race, ethnicity, sexual orientation, marital status, age, impairment, physical appearance, religion, political affiliation or union membership;
- Ensure fair remuneration and working conditions for their workforce;
- Prohibit any form of modern slavery. This refers to situations where one person has taken away another person's freedom so that they can be exploited; and may include human trafficking, slavery, servitude, forced labour, debt bondage, worst forms of child labour, deceptive recruiting for labour or services, and forced marriage;
- Work towards increasing procurement spend from Indigenous businesses; and
- Allow the freedom of association and collective bargaining.

Compliance

Reviewing and agreeing to comply with this Code is a requirement when registering to be part of our Supply Chain and will be incorporated into all Subcontract agreements.

Decmil intends to work with Supply Chain companies whose performance is aligned with the Code, and we may periodically assess compliance by requesting supporting documentation. Throughout this process, our objective is to jointly identify opportunities for mitigating risks and driving innovation and efficiencies through continual improvement.

Reporting

We strongly encourage any of our Supply Chain companies who become aware of any breach of this Code to discuss this with their Decmil contact. As a member of the Decmil Supply Chain, you have access to our confidential independent whistleblowing service, YourCall, which provides an avenue for serious concerns to be reported. Details of this service are 1300 798 101 (Australia) OR <http://www.yourcall.com.au> then click "Make a Secure Report", Decmil unique identifier "DECM2004"

This Code will be periodically reviewed, revised and re-published where necessary to ensure it remains relevant and appropriate.

A handwritten signature in blue ink, appearing to read "Dickie Dique".

Dickie Dique

Managing Director and Chief Executive Officer

¹ Refer to the Australian Government's *Modern Slavery Act 2018 (Cth)*