



# Suppliers Policy

Approved by the Board with effect 30 September 2024

## 1. Overview

Strickland Metals Limited and its subsidiaries (**Company**) is committed to responsible sustainable and transparent supply chain activities.

Suppliers play a key role in helping to deliver on the Company's strategy and the Company's expects suppliers to align with The Company's values and behaviours. Suppliers are required to be accountable for their actions and commit to ensuring all of their supply chains that support the manufacturing, transport and installation of goods and services into our business are regularly reviewed, respect internationally recognised labour standards and human rights obligations, maintain sound business ethics and adopt principals of sustainability.

To achieve the Company's expectations, suppliers shall conduct their business in alignment with the following key factors.

## 2. Health and Safety

- (a) Provide a safe environment and promote a workplace that supports the health, well-being and dignity of an inclusive workforce;
- (b) Support a culture of safe work habits including supply of legislatively compliant and fit for purpose protective clothing and equipment, plant, process, products and tools, and have developed procedures and training to ensure personnel are appropriately qualified and skilled to carry out their duties safely;
- (c) Maintain records and notify reportable incidents; and
- (d) Deliver continual improvement through preventative measures including safety interactions and audits, review and reporting of incidents and maintenance and review of applicable statutory requirements.

## 3. Human Rights

- (a) Engage a workforce that is free from any form of enslavement or other means of coercion, including any type of forced, bonded or involuntary labour or any other form of modern slavery. Not engage in, or support the use of, any type of child labour and comply with minimum employment age limits defined by legislation or international conventions including International Labor Organisation ("ILO") Convention 138. Suppliers should extend this requirement to third-parties and the workers they engage as part of the supply chains that provide components, raw materials, labour or services to your business;
- (b) Comply with relevant laws regarding providing fair remuneration and humane working conditions, including:
  - (i) laws regulating local wages, overtime compensation and legally mandated benefits;
  - (ii) ensuring that workers are not required to work excessive working hours per week, including overtime and have the option of adequate days off;
- (c) Respect the right of workers to freedom of association and collective bargaining, including the right to form and join trade unions or other work associations of their own choosing without harassment, interference or retaliation; and
- (d) Treat people with respect, without discrimination or harassment and comply with all laws in the collection, use and protection of personal information.



## 4. Community Engagement

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- (a) Consider the community impacts of your business. Listen to and communicate regularly with all stakeholders, respecting their backgrounds and beliefs, and strive to achieve mutually beneficial outcomes; and
- (b) Seek out opportunities to support, foster and build capacity in our host communities as part of how you do business with our regional operations.

## 5. Environmental Performance

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- (a) Consider environmental risks in supply chains that are associated with how you do business. Keep stakeholders informed of risks and their management and plans for dealing with any potential incident;
- (b) Maintain and review environmental obligations and educate and train the workforce to build a culture of awareness and enable them to work sustainably;
- (c) Maintain records and notify reportable incidents; and
- (d) Strive to identify opportunities to reduce environmental footprint by effectively managing energy and water whilst reducing waste, reusing and recycling materials used in your business and the products and services supplied.

## 6. Governance and Compliance

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- (a) Comply with all laws and regulations associated with the sourcing, manufacturing, storage, transport and supply of products and services to our operations, including chain of responsibility;
- (b) Educate and train the workforce to display and maintain a high degree of ethics including conflicts of interest disclosure;
- (c) Identify and refrain from business practices that may involve bribery, corruption or facilitation payments, or that could result in reputational damage to the Company; and
- (d) Provide a mechanism for workforce to readily report incidents, including misconduct or violations and processes to address reported incidents without fear of retribution.

## 7. Business Practices

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- (a) Communicate openly with our business, providing information that is timely, accurate and fit for purpose;
- (b) Maintain accurate records and statistics to support invoicing, contract management, regulatory reporting requirements and any legislative obligations;
- (c) Communicate to third parties used throughout your supply chains and in the provision of services of this Code of Conduct and their requirements to adhere to this as part of your contractual commitments to the Company;
- (d) Commit to working with the Company to undertake reviews of your business products and operations, including supply chain as may be requested from time to time;
- (e) Maintain a strong degree of confidentiality and protect third party property rights and intellectual knowhow throughout your business dealings; and
- (f) Be prepared and have adequate emergency response and crisis management plans and mitigation measures in place to manage disruption to normal business operations.