

Sustainable Sourcing Policy Standard

CV Services Group’s (CV) supplier base is a key enable for the business to deliver. In order to ensure a sustainable business operation CV develops and maintains supplier relationships that are ethical, based on mutual benefit and focused on a shared commitment to meet or exceed our customers’ requirements.

Sustainable and ethical business practices are the foundation for this. CV considers the performance, commitment and continuous improvement of our suppliers in these areas when selecting and developing them. We expect our suppliers to communicate this policy to all relevant departments and employees.

CV strives to initiate positive change based on continuous improvement throughout the value chain. The Sustainable Sourcing Policy Standard supports the CV sustainability strategy to deliver more value – for our customers and consumers – while reducing our environmental footprint at the same time.

All CV suppliers will be required to commit to CV’s Supplier Code of Conduct and must ensure sustainable and ethical business practices through policies, targets, management systems and processes that reflect the impacts and opportunities of the organisation. In addition, they must strive for continuous improvement of their sustainability performance. Our suppliers must comply with applicable laws, rules and regulations as well as the standards relevant for their business.

CV’s suppliers are evaluated with respect to their ability to meet CV’s requirements and specified expectations. Suppliers who repeatedly fail to meet the defined requirements will be identified and corrective actions will be taken.



Andrew McMaster
Executive Director



Edward Phelan
Executive Director



Authorised by: CEO	Issue Date: 09/12/2020	Next Revision Due: 09/12/2023	Version No: 02	Page 1 of 8
CV Services Group Pty Ltd ABN: 85 128 857 447 (and all subsidiary companies)				

CV Supplier Code of Conduct

This Code is aligned with the United Nations (UN) Global Compact ten universally accepted principles, Responsible Business Alliance (RBA) Code of Conduct, Joint Audit Cooperation (JAC) Supply Chain Sustainability Guidelines and internationally recognised standards. This Code also reflects our commitment to support the UN's Sustainable Development Goals which address the world's most significant development challenges.

CV expects suppliers to read, understand and ensure that their business and supply chain meet these standards. Suppliers must communicate this Code to related entities, suppliers and subcontractors who support them in supplying to CV, so that they are aware of, understand and comply with this Code.

Suppliers' ability to meet or exceed standards detailed in this Code will be taken into account by CV when making procurement decisions. Where CV procurement contracts set out more specific social, environmental and/or ethical requirements, this Code supplements those provisions.

By supplier, CV means any entity that supplies goods or services to CV Corporation Ltd or its related companies anywhere in the world. Where this Code refers to workers, this includes employees, contractors, agency, migrant, student and temporary staff of the supplier and of its related entities.

Comply with laws

Suppliers must comply with the law in the countries where they operate.

Labour and human rights

At CV, we respect and support human rights as set out in the Universal Declaration of Human Rights and the ten principles of the UN Global Compact. We expect suppliers to respect and support the protection of human rights of workers, as well as individuals and communities affected by their activities.

Non-discrimination

Suppliers must not engage in or support discrimination in hiring and employment practices, including on grounds of gender, age, religion, ethnicity, race, cultural background, disability, physical features, marital relationship status, sexual orientation, gender identity and expression, pregnancy or potential pregnancy, family responsibilities, political beliefs, industrial activity, union membership, irrelevant criminal record, nor personal association with a person who possesses or is thought to possess any of these attributes.

Bullying, Harassment and Disciplinary Practices

Suppliers must not use violence, threats of violence or other forms of physical coercion or harassment. Corporal punishment, mental, physical or verbal abuse, sexual harassment or sexual abuse, and harsh or inhumane treatment are prohibited.

Freedom of Association

Suppliers must respect workers' freedom of association, recognise and protect their right to collective bargaining and to form, join and administer workers' organisations.

Suppliers must protect against acts of interference with the establishment, function or administration of workers' organisations in accordance with applicable laws. Where the right to freedom of association and collective bargaining are restricted under the law, the company shall allow workers to freely elect their own representatives. Suppliers shall not discriminate, harass, intimidate or retaliate against workers for being members of a union or participating in trade union activities, and provide worker representatives with access to their workplace.

Wages and Benefits

Suppliers must comply with applicable laws relating to wages and benefits (including minimum wages, overtime pay, and piece rates). Suppliers must not use deductions from wages as a disciplinary measure and must pay workers in a timely manner.

Working Hours

Suppliers must not require workers to exceed prevailing local work hours. In line with International Labour Organisation (ILO) standards, workers shall not be required to work more than 60 hours per week (including overtime), except in extraordinary business circumstances with their consent. Employees should be allowed at least one day off per seven-day week.

Forced and Compulsory Labour

Suppliers must not use any form of forced, bonded, compulsory labour, slavery or human trafficking. Suppliers must not require workers to surrender any government issued identification, passport or work permit or other personal document as a condition of employment. Workers shall not be required to pay employers' or agents' recruitment or any other fee for their employment.

Child and Underage Labour

Child labour is strictly prohibited. The minimum age for employment or work is the higher of: 15 years of age, the minimum age for employment in the relevant country, or the age for completing compulsory education in the relevant country. This Code does not prohibit participation in workplace apprenticeship programs or light work as defined by the ILO. Children under the age of 18 shall not be employed for any hazardous work or work that is inconsistent with their individual development.

Modern Slavery (Modern Slavery Act 2018)

CV understands and will abide by the Modern Slavery Act 2018. Suppliers are required to understand and commit to abide by the requirements under the Modern Slavery Act 2018 including ensuring that their operations do not involve in any way modern slavery as defined in the act and ensuring they fulfil the reporting arrangements if they apply to that supplier.

Authorised by: CEO	Issue Date: 09/12/2020	Next Revision Due: 09/12/2023	Version No: 02	Page 3 of 8
CV Services Group Pty Ltd ABN: 85 128 857 447 (and all subsidiary companies)				

Health and safety

At CV, no job is so important or urgent that it cannot be done safely. Our suppliers play a significant role in our business and our commitment to keep each other, our workers, customers and the public safe.

Suppliers must identify and comply with relevant workplace and product health and safety laws and ensure their workers understand and follow health and safety policies, standards and procedures that apply to their work. Suppliers must provide a safe and healthy workplace and care for their workers and anyone that could be impacted by their activities by:

- taking reasonable steps to identify workplace hazards and minimise the risk of workplace injury, illness and disease for workers;
- providing appropriate equipment, resources, instruction, education and training for workers to safely carry out their duties, including personal protective equipment;
- engaging with workers, customers, members of the community, and CV to manage health and safety risks;
- implementing effective systems to ensure products and service delivery meet relevant standards and legislative requirements, and safety considerations are taken into account throughout the product lifecycle;
- ensuring facilities and amenities for workers (including any accommodation provided) are clean, safe and meets their basic needs. Basic needs includes providing ready access to clean toilet facilities, potable water, and where accommodation is provided, hot water for bathing, adequate heating and ventilation, reasonable personal space and reasonable permission to enter and exit facilities;
- monitoring the health of workers and the conditions at the workplace for the purpose of preventing illness or injury of workers arising from the suppliers' business activities; and
- supporting workers to raise health and safety issues or concerns without fear of disciplinary action, dismissal or discrimination.

Suppliers must prepare for, respond to, manage and report workplace incidents, injuries and emergencies, providing medical assistance to impacted parties as required.

Suppliers must have systems, training and emergency equipment in place to effectively respond to and manage incidents and emergencies.

Authorised by: CEO	Issue Date: 09/12/2020	Next Revision Due: 09/12/2023	Version No: 02	Page 4 of 8
CV Services Group Pty Ltd ABN: 85 128 857 447 (and all subsidiary companies)				

Environmental considerations

Suppliers must minimise the adverse environmental impacts of their operations, products and services. We expect suppliers to implement an environmental management system in line with recognised standards such as ISO 14001 or EMAS.

Environmental Laws, Permits and Reporting

Suppliers shall comply with applicable environmental laws, standards and notices from regulators. Suppliers shall obtain, maintain, keep current and comply with necessary environmental permits, approvals and registrations.

Product Content

Suppliers shall deliver electrical or electronic equipment in line with relevant regulations in the regions of operation and of intended equipment use. Suppliers shall develop products or services that achieve improved environmental performance across the whole lifecycle including low energy consumption, delivering greenhouse gas (GHG) emissions reductions and product reuse or recycling.

Pollution Prevention and Resource Efficiency

Suppliers must identify, monitor, minimise and treat hazardous pollutants released to air, water and soil. This includes management of wastewater such as discharges and spills entering storm drains and release of air emissions such as volatile organic compounds, chemicals with ozone depleting potential, particulates and combustion by-products.

Suppliers shall work to reduce the use of raw materials and resources in their operations, as well as the elimination, substitution, re-use and recycling of materials and solid waste. Packaging supplied to CV shall be sustainably sourced, made from recycled content and recyclable where possible.

Climate Change and Energy Consumption

Suppliers must identify, monitor and minimise greenhouse gas (GHG) emissions and energy consumption from their own operations.

Authorised by: CEO	Issue Date: 09/12/2020	Next Revision Due: 09/12/2023	Version No: 02	Page 5 of 8
CV Services Group Pty Ltd ABN: 85 128 857 447 (and all subsidiary companies)				

Business integrity

At CV, we act with honesty and integrity and don't make or receive improper payments, benefits or gains. Suppliers must act ethically and be honest, transparent and trustworthy in all their dealing with others.

Bribery and Corruption

Suppliers must comply with applicable anti-bribery and anti-corruption laws (including but not limited to the US Foreign Corrupt Practices Act 1977, as amended, and the UK Bribery Act of 2010), and must have adequate policies and procedures in place to monitor compliance with such laws.

CV strictly prohibits bribes, pay-offs, "facilitation payments" (payments to speed up routine actions), secret, unjustified or inflated commissions, kickbacks and any like payments or improper benefits, whether directly or indirectly, no matter how large or small in value. This includes payments to or from any person (including public officials, foreign officials, foreign political parties or candidate for foreign political office) for the purpose of assisting a party to obtain or retain business for or with, or to direct business to, any person. This applies even if it is legal or common practice in a country.

Responsible Sourcing of Minerals

Suppliers are expected to exercise due diligence to reasonably assure that the tin, tantalum, tungsten and gold in the products it manufacturers does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuse in the Democratic Republic of Congo or an adjoining country. Suppliers shall not direct or indirectly support organisations and individuals associated with illegal activities, human rights abuses or terrorism.

IP, Fair Competition and Trade Controls

Suppliers shall respect intellectual property rights of CV and other third parties. Any transfer of technology and knowhow must be handled in a manner that protects intellectual property rights.

Suppliers must conduct their business in full compliance with anti-trust and fair competition laws, and disclose information regarding business activities, structure, financial situation and performance in accordance with applicable laws.

Suppliers must comply with all applicable laws and regulations relating to sanctions, export, re-export, import and trade controls (including, laws and regimes enacted by Australia, the UN, the US and the EU).

Privacy

CV's Privacy Statement outlines our privacy commitment and explains how we collect, use, disclose and protect our customers' personal information. Privacy is a non-negotiable part of how we work. Suppliers must apply adequate data privacy and security protection to protect the personal information of our customers and employees from unauthorised access, use and disclosure. Suppliers who collect, use, store or have access to our customers' personal information must have adequate processes and procedures in place to monitor compliance with applicable privacy laws and contractual privacy obligations with CV. This includes suppliers not doing anything which would cause CV to be perceived as acting inconsistently with the CV Privacy Statement and the CV Privacy Principles.

Diversity

CV is committed to being a diverse and inclusive company and achieving greater diversity in our supply chain. At CV diversity means, difference in all its forms, both visible and not visible, and includes differences that relates to gender, age, cultural background, disability, religion and sexual orientation, as well as differences in background and life experience, and interpersonal and problem-solving skills. In line with this CV prefers suppliers who promote diversity in their supply chain, including:

- Those who publically commit to Indigenous procurement targets or engage with social enterprises and minority-owned organisations in the delivery of goods and services,
- Those with strong female gender representation, improve gender equality, actively promote women and, seek to address overrepresentation of women in departures and gender pay equity gaps.
- Those that initiate procurement activities aimed at improving the lives of people with disability or who are disadvantaged.

Effective management

Suppliers should develop, maintain and implement policies consistent with this Code and maintain appropriate management systems and documentation to demonstrate compliance with the Code.

Suppliers must provide workers, their suppliers, and members of the community in which they operate or provide services with a confidential means to report violations of this Code.

Enforcement provisions

CV may at any time review or audit a supplier's compliance with this Code. In such event the supplier should cooperate by providing information, documents and access to staff, as CV reasonably requires.

If a supplier becomes aware of a reasonable risk of a breach of this Code, the supplier must notify CV as soon as practicable. Any identified deficiencies must be corrected on a timely basis as directed by CV.

Where CV has reasonable grounds to suspect a breach of this Code by a supplier, CV may require the supplier to take additional steps which may include the provision of additional information or, in serious cases, submit to an independent audit at the supplier's premises at the supplier's cost. We take this Code seriously and any material non-compliance may result in the termination of the supplier's business relationship with CV.

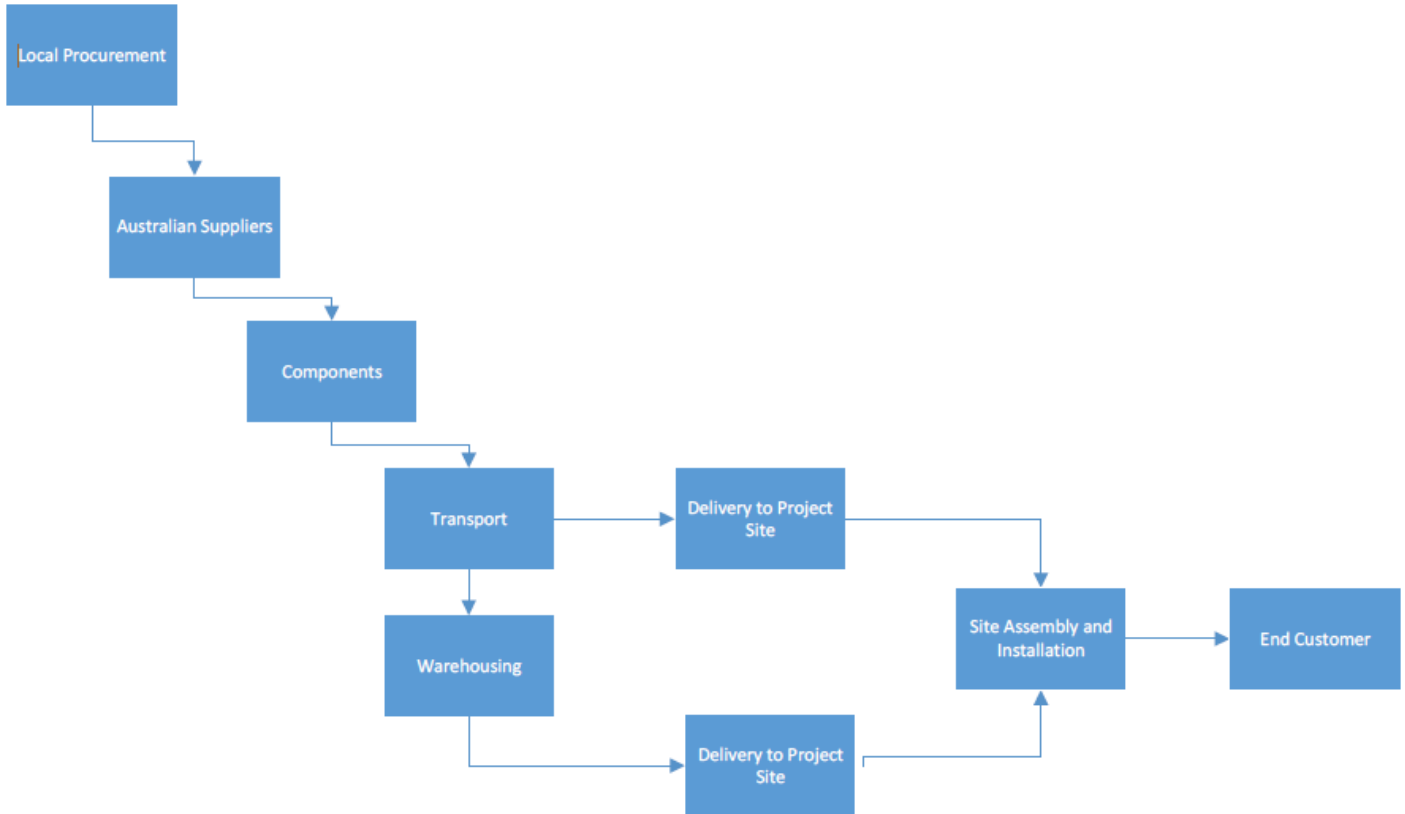
Continuous improvement

Suppliers are encouraged to go beyond compliance to applicable laws and take responsibility to continually improve social and environmental conditions and ethical behaviour.

Material Supply Chain CV Services Group

Australian Procurement

Materials purchased locally through Australian Distributors



Confirmation

_____ [insert entity name] hereby confirms that it has read, understood and will abide by this CV Supplier Code of Conduct. The undersigned confirms that they are authorised on behalf of the supplier to make this commitment.

Signed _____

Name _____

Position _____

Date _____

Authorised by: CEO	Issue Date: 09/12/2020	Next Revision Due: 09/12/2023	Version No: 02	Page 8 of 8
CV Services Group Pty Ltd ABN: 85 128 857 447 (and all subsidiary companies)				