

Supplier Code of Conduct Policy

Waste Services Group (WSG) is committed to the highest ethical standards and integrity in our procurement supply chain as reflected in this Code of Conduct. WSG expects its suppliers (“Suppliers”) to commit to this objective and adhere to the requirements set out in this Code of Conduct.

To achieve our objective to be a good corporate citizen, WSG seeks to do business with like-minded organisations. This Code of Conduct sets out WSG’s expectations of businesses that want to provide their goods or services to WSG and outlines what constitutes a responsible and ethical supplier. In addition, WSG and the Supplier may agree on further standards in individual supply agreements.

When doing business with WSG, we expect that you will:

- Comply with applicable laws and regulations within the jurisdictions in which you operate and operate consistent with best practice within your industry.
- Meet the key principles of the Australian Modern Slavery Act 2018 (Cth).
- For operations outside of Australia, conform with local legislation and the ten principles of the United Nations Global Compact.
- Abide by the WSG Supplier Code of Conduct with integrity and openness.
- Conduct business in an ethical and safe manner.
- Disclose any perceived or actual conflicts of interest.
- Ensure third parties acting on your behalf comply with this Code.
- Not offer WSG employees any financial benefits or non-disclosed non-financial benefits.
- Pay your suppliers and contractors on time.
- Protect and prevent the release of commercial-in-confidence information.
- Report breaches of this Code to WSG.

Human Rights

In accordance with the aforementioned ethics and standards, Suppliers are expected to provide goods and services in a manner consistent with any applicable human rights and employment law obligation, and are expected to:

- Respect the personal dignity, privacy, and rights of each individual.
- Ensure all work is undertaken without coercion.
- Not use any form of forced bonded or indentured labour.
- Employ only workers who are the applicable minimum legal age.
- Respect and apply appropriate workplace rights and entitlements as provided by the relevant workplace laws and regulations, including providing a workplace free from any form of harassment and illegal discrimination.

Fair Labour Conditions and Child Labour

WSG believes that all workers in its supply chain deserve to be treated with dignity and respect. Suppliers are expected to provide a fair and ethical workplace, which upholds high standards of human rights and integrates appropriate labour and human rights policies and practices into its business, including:

- Respect the rights of employees to freely associate and bargain collectively.
- Not use any forced or compulsory labour or involuntary prison labour and give all employees the choice to leave their employment freely upon reasonable notice.
- Compensate employees fairly and follow local wage regulations and / or collective agreements and where these do not exist, compensate employees so they can at the least meet their basic needs.
- The Supplier will not tolerate or use child labour in any stage of its general activities other than in accordance with all applicable laws and regulations.
- Comply with all applicable labour and employment law.

Health and Safety

Worker health, safety and wellbeing is critically important to WSG. Suppliers are expected to provide a healthy and safe work environment and integrate best practice health and safety management practices into its business including but not limited to:

- Suppliers must comply with all applicable laws relating to workplace health and safety including chain or responsibility obligations.
- Manage occupational health and safety hazards.

Environmental Responsibility

Suppliers should comply with all applicable laws and regulations relating to the environment, including any reporting obligations. Suppliers are expected to manage the environmental impact of their operations by:

- Ensuring the safe and compliant storage, transportation and disposal of hazardous substances including hazardous waste.
- Maintaining policies and practices for the efficient use of energy, water and natural resource consumption.
- Maintaining policies and practices that reduce the risk of pollution, loss of biodiversity, deforestation, damage to ecosystems and greenhouse gas emissions.

Business Ethics

Suppliers are expected to comply with all anti-bribery, anti-corruption and anti-money laundering laws. Suppliers must not engage in, either directly or indirectly, fraudulent, corrupt or collusive activities. Suppliers are expected to disclose to WSG available information about any conflict of interest including disclosure of any financial interest of a WSG employee in any of the Supplier's business if known.



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Privacy

Suppliers must apply adequate data privacy and security protection to protect the information provided by WSG and its respective business partners from un-authorized access, use and disclosure. Suppliers who collect, use, store or have access to customer or employee personal information must have adequate processes and procedures in place to monitor compliance with applicable privacy laws and contractual privacy obligations with WSG.

Procurement by Supplier

WSG expects the Supplier to ensure that each of its sub-suppliers providing goods or services directly or indirectly to WSG acts in compliance with this Code of Conduct.

Business Continuity Planning

The Supplier shall maintain policies and processes to mitigate the exposure to WSG of any major disruption to their business or applicable suppliers.

Non-Compliance and Response

Any major non-compliances to this Code of Conduct will be treated seriously and confidentially. Where non-compliance includes potential for modern slavery or human rights risk, the welfare of those that are affected will be the main concern of any response. In general, the following steps will be undertaken:

- Issue will be escalated to senior management for investigation.
- Upon completion and review of the investigation, the appropriate response and action will be established in consultation with the supplier.

The engagement of external assistance and / or Government bodies may be considered depending on the severity of the non-compliance and any physical and/or emotional risk to individuals concerned.

Matt Tamplin

Chief Executive Officer

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