



# CSR Supplier Code of Conduct

## Background

CSR is committed to conducting business honestly and fairly and in compliance with all laws and regulations. CSR also has a strong commitment to sustainability, promoted through a positive impact on the environment, society and economy in which we operate.

This Supplier Code of Conduct sets out CSR's expectations of its Suppliers. It applies to all Suppliers, including all organisations and sub-contractors providing goods and services to CSR, based in Australia, New Zealand and overseas. We expect Suppliers to drive these expectations throughout their own supply chains. CSR may provide support to Suppliers with development of their capabilities in these areas.

## Our expectations

Suppliers must comply with local, national and international laws and regulations that apply, and CSR expects Suppliers to adhere to the following standards:

**Fair operating practices** - CSR will only conduct business by lawful and ethical means, including respect of payment terms, equal access to business opportunities for all suppliers, fair contractual terms, respect of property rights, prevention of fraud, corruption and conflicts of interest. CSR expects the same behaviour from our Suppliers. Suppliers are expected to avoid any situations involving divided loyalty or a conflict between their personal interests and those of CSR. Please refer to the [CSR Code of Business Conduct and Ethics](#).

**Workplace health and safety** - CSR expects Suppliers to provide a safe and healthy workplace for their employees and contractors, and to have documented health and safety policies and procedures in place, together with appropriate safety equipment.

When on CSR sites, all CSR policies must be complied with, and hazards and incidents relevant to CSR's operations and supply chains must be reported. CSR will not tolerate anyone taking illegal drugs onto our sites, nor anyone carrying out CSR business while impaired by drugs including alcohol.

**Environment** - CSR's goal is to protect the environment in which it operates by minimising the impact of our activities, and we expect Suppliers to do the same. Suppliers must manage their environmental impacts, as well as their resilience to weather and climate change, and have documented environmental policies and procedures in place. When on CSR sites, all hazards and incidents relevant to CSR operations and supply chains must be reported.

**Human rights** - CSR is committed to upholding human rights and understands that operations and supply chains are complex. This commitment is reflected in our own [CSR Code of Business Conduct and Ethics](#).

We expect our Suppliers to actively and consistently identify any potential or actual adverse impacts their operations may have on human rights and to implement prevention, mitigation and remediation processes. Suppliers should maintain a complete set of records to trace the supply chain of all goods and services provided to CSR. In addition, CSR values Suppliers that seek to contribute to the social, economic and environmental improvement of communities around our sites.

**Diversity and inclusion** - CSR is committed to providing an inclusive and diverse workplace where people are treated fairly and equitably, with respect and free from discrimination, harassment, bullying or victimisation. We have the same expectation of our business partners.



CSR reports to the Workplace Gender Equality Agency and tracks the performance of our Suppliers on gender equity. Suppliers should commit to employing and developing a diverse and inclusive workforce including gender equity to a level of at least the industry average on overall gender ratios.

CSR values engaging and working with social enterprises which seek to progress diversity and encourages our Suppliers to do the same.

## **Use of the Code**

### **Supplier acknowledgement/agreement**

All new and existing Suppliers are required to comply with this Code and demonstrate their commitment to doing so.

### **Monitoring**

Compliance with this Code will be used as part of CSR's Supplier evaluation, selection and contract management process. In addition, CSR may set sustainability requirements that are specific to a product or service and require Suppliers to provide detailed information about how they meet these requirements in their operations and extended supply chains.

### **Corrective Action, Support, and/or Termination**

When a Supplier does not meet our requirements, corrective action plans shall be established, and progress will be monitored. CSR may support Suppliers in developing their capabilities.

CSR will terminate the relationship with Suppliers that repeatedly and knowingly violate this Code.

### **Reporting grievances or breaches of the Code**

If Suppliers have any concerns about compliance with this Code, they are encouraged to raise the matter directly with CSR. Such reports will be treated confidentially to the extent possible, consistent with CSR's obligation to deal with matters transparently and lawfully.

Breaches of this Code should be reported to senior management within the Supplier's organisation, who in turn should raise it with CSR senior management. If the matter cannot be handled through this process, CSR's confidential hotline should be used - [Reporting incidents](#).

For any questions about this Code, contact CSR Group Procurement at [GroupProcurement@csr.com.au](mailto:GroupProcurement@csr.com.au).

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