



Supplier Code of Conduct

SUPPLIER CODE OF CONDUCT

EBOS Limited and its subsidiaries (EBOS) are committed to the highest standards of conduct and ethical behaviour in all of our business activities, and to promoting and supporting a culture of honest and ethical behaviour and corporate compliance.

As part of this commitment EBOS has established an Ethical Sourcing strategy. The goal of the Group's Ethical Sourcing strategy is to engage with suppliers that are aligned with the broader EBOS's corporate values and ESG Program. Our ESG Program sets out the actions we will take to ensure we consistently and sustainably deliver on our responsibilities as a provider of essential infrastructure, products, and services.

As part of its Ethical Sourcing strategy, we have adopted this Supplier Code of Conduct (Code) which sets out our basic expectations of suppliers. It is EBOS' expectation that suppliers will adhere to the spirit of this Code even though some of the principles set out in this Code may be more applicable to some suppliers than others.

EBOS has also adopted an Ethical Sourcing Policy which provides further details and requirements regarding some of the standards in the Code related to people, safety, workplace conditions and environmental standards.

Who does this Code apply to?

This Code applies to suppliers of goods and services to EBOS.

Compliance with law

Suppliers must comply with the laws applicable to them. Suppliers must procure and maintain all necessary, licences, permits, registration and other governmental approvals in respect of the supply of goods or services – this includes relevant product registrations and compliance with import and export laws.

Anti-Bribery and Corruption

EBOS has zero tolerance for bribery or corruption in connection with its operations and activities.

Suppliers must not engage in any corruption or bribery (for example, kickbacks), either directly or through intermediaries.

EBOS has an Anti-Bribery and Corruption Policy which can be found on its website which, amongst other things, sets out further details in relation to gifts and entertainment.

Fair trade and competition

Suppliers must comply with competition, anti-trust and fair trading laws that apply to them. Suppliers should not engage in misleading or deceptive conduct, including in relation to advertising of goods or services provided or offered to EBOS.

Engagement with Healthcare Professionals

EBOS recognises that an important part of the integrity of healthcare systems in our region is transparent relationships between suppliers of goods and healthcare professionals. Suppliers must comply with all laws and applicable industry codes regarding their business relationships with healthcare professionals.

Sanctions

EBOS will not knowingly engage with suppliers that are, or are associated with, persons or entities that are subject to sanctions in Australia, New Zealand, the United States or the United Kingdom (including where relevant, sanctions that apply to the country where the supplier is located).

A supplier must immediately report to EBOS if it or its affiliates or any of their directors, officers, employees or direct or indirect owners are subject to sanctions in any jurisdiction.

Ethical behaviour

EBOS expects its suppliers and their workers act in a manner that is consistent with the principles set out in EBOS' Code of Ethics, in particular to act honestly and with integrity.

We expect our suppliers to avoid actual or potential conflicts of interest with EBOS and to promptly report any such actual or potential conflicts to their usual business contact.

Suppliers should keep accurate books and records at all times and in compliance with applicable legal and regulatory requirements. All financial books and records must conform to the generally accepted accounting principles of the jurisdiction in which the supplier operates.

People and safety

EBOS is committed to the health and wellbeing of its people and complying with labour laws and expects its suppliers to demonstrate the same commitment.

Our Ethical Sourcing Policy sets out in detail EBOS's expectations in relation to people and safety. Amongst other things a supplier:

- must not use child labour. Suppliers will comply with the minimum employment age limit defined by national law or by International Labour Organization (ILO) Convention 138, whichever is higher;
- must not use forced, bonded, involuntary, indentured or prison labour. A worker's employment must be freely chosen;
- must not engage in harassment, abuse or discrimination of its workers. Every worker must be treated with respect and dignity; and
- must, in relation to wages and benefits, meet, at a minimum, any applicable local laws or industry practices.

Health and safety

Suppliers must provide a safe working environment and have in place processes and practices designed to mitigate risks to workers' physical and mental health in the workplace, having regard to the prevailing knowledge of the industry the supplier operates in and of any specific hazards. This can include mitigating risks related to over exposure to chemical, biological or physical hazards and physically demanding or manual tasks in the workplace and in any supplier provided living quarters.

Collective bargaining

Suppliers must respect the right of workers to join or form trade unions and to bargain collectively. Workers should not be discriminated against for exercising this right.

The Environment

Suppliers must comply with local and national environmental laws and regulations.

Suppliers must manage their waste, wastewater, and pollutants responsibly and seek to improve their environmental performance where practicable.

Any waste, wastewater or pollutants with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment.

Quality of Goods and Services

Suppliers must provide goods and services to the standard agreed with EBOS. Suppliers are expected to provide reasonable information to EBOS regarding their goods and services in order that EBOS companies can fulfil their quality and regulatory standards and obligations.

Suppliers must have adequate security and operational procedures to mitigate the risk of product tampering and ensure the quality of the product delivered to EBOS.

Privacy, Data Protection and Patients

EBOS respects the privacy of individuals who have entrusted data to us. EBOS also provides commercially sensitive information regarding its operations to suppliers from time to time.

EBOS expects all suppliers comply with laws relating to privacy and data protection and also requires suppliers to promptly report any incident involving an actual or potential breach of data provided by EBOS to the supplier.

EBOS expects that suppliers will respect the confidentiality of information received from EBOS, including by executing confidentiality agreements on reasonable terms where required.

EBOS' engagement with suppliers

EBOS is committed to working in partnership with its suppliers to help achieve compliance with the Code and the Ethical Sourcing Policy. We will work collaboratively with suppliers, and their respective manufacturing sites, subcontractors, agents or personnel (as applicable) that may not yet meet the minimum standards but are open to improvement and genuinely committed to rectifying issues within agreed timeframes.

The level of monitoring and controls required will be in proportion to the nature of the relationship between EBOS and the supplier and certain risk factors.

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