

# SUPPLIER CODE OF CONDUCT

## COMMITMENT

Kennards Hire (Kennards) is committed to conducting business in a safe, fair and equitable manner, in line with the company's core values and all applicable laws.

This Supplier Code of Conduct (Code) provides a framework of standards and behaviours we expect from suppliers (including any subsidiaries, affiliates and subcontractors) with whom Kennards enters into a relevant agreement for the supply of goods and services.

### Kennards Values

- **Fair Dinkum**  
If we say we'll do something, we'll do it. Always true to our word, we lead by example and we don't over-complicate things.
- **Every Customer a Raving Fan**  
We like our customers and want them to leave safe and happy. Every customer is important, and if they've got a problem that needs solving, we just want to help.
- **Taking Hire Higher**  
We always look for ways to improve what we offer, and are proud of our position as an industry leader. We constantly aim to show customers the benefit of hire, and why it should be the first choice for their work.
- **One Family**  
Everyone going home safe each day is our number one priority. We care for our mates and treat each other like family. We work together to get things done and look after one another.

## HOW KENNARDS WORKS WITH SUPPLIERS

We strive to build long-term relationships with our suppliers by working in an open and ethical manner, with a goal of delivering mutual benefit and improving commercial, environmental and social practices across our supply chain.

## MANAGEMENT SYSTEMS

Our suppliers should have systems that support the implementation of this Code, or an equivalent standard, appropriate to the size and nature of their organisation, and appropriate to the goods or services they provide to Kennards.

Kennards expects that our suppliers will:

- Communicate the principles of this Code to relevant management, employees, supply chain and sub-contractors.
- Develop and implement documented practices in regard to workplace health & safety policies including systems to record work-related injuries and illnesses.
- Proactively identify, manage, monitor and remediate any adverse impacts on society and the environment where their business is involved, in line with relevant laws and regulations and this Code.
- Keep adequate records to substantiate compliance with this Code and relevant laws and regulations.
- Be open and transparent about outsourcing of services, production or parts of production to a sub-contractor.
- Be able to give an account of where goods ordered by Kennards are produced.
- Adhere to the Kennards policies and procedures that are applicable to them.

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### **WORK HEALTH, SAFETY & ENVIRONMENT**

Kennards is committed to providing a healthy and safe working environment for all employees, contractors, and visitors. Kennards expects that our suppliers will:

- Fulfill requirements set out in any relevant Kennards policies and procedures relating to work health, safety and environmental management.
- Act within the reasonable direction of Kennards team members at applicable times.
- Abide by safe working practices, be appropriately skilled and display the continuity of work, care, character and safety in all interactions.
- Provide all necessary information, reference point and on-going support that is required to maintain a safe working environment.
- Ensure all employees wear and display the use of Personal Protective Equipment when required.
- Ensure employees are not under the influence of drugs or alcohol within the workplace.
- Comply with relevant standards, laws and conduct for any work completed in relation to Kennards.
- Consider the implementation and maintainance of a written Environmental Policy, Statement or Program inclusive of the identification of environmental risks, impacts and responsibilities, and provide access to this policy as requested.

### **PEOPLE**

Kennards is committed to protecting all employees and suppliers to ensure a fair and inclusive workplace by supporting fair labour practice. Kennards expects that our suppliers will:

- Protect human rights.
- Not discriminate against any worker based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, or union membership in hiring and other employment practices.
- Ensure fair wages, benefits and conditions, including working hours.
- Comply with all applicable laws and regulations.
- Have relevant workplace policies and practices in place to protect people such as a whistleblower policy, bullying, harassment, sexual harassment and anti-discrimination policies.

### **MODERN SLAVERY**

Kennards is a reporting entity under the Modern Slavery Act 2018 (Cth) (the Act) and is committed to efficient, effective, economical, ethical and sustainable practices in all procurement activities in a manner that minimises and mitigates risks of modern slavery. Modern Slavery is defined under the Act.

To assist Kennards in complying with its obligations under the Act and to ensure minimum standards are upheld Kennards expects that our direct suppliers and subcontractors will:

- Comply with all applicable laws and internationally recognised standards on labour rights and modern slavery, in all areas of operation.
- Uphold the human rights of workers in their operations and supply chains and to treat them with utmost dignity and respect.
- Avoid causing or contributing to modern slavery through their business activities and address risks of modern slavery impacts when they occur.
- Ensure all work is voluntary, and workers must be free to terminate their employment in accordance with an employment agreement provided in the workers native language. There shall be no unreasonable restrictions on workers freedom of movement, including any restrictions on entering or exiting any company provided facility.
- Not employ workers who are less than 15 years old, or under the minimum age for employment in the country, whichever is greater. The supplier may provide legitimate workplace apprentice programs for educational benefit provided they are consistent with relevant International Labour Organisation Standards.
- Ensure that there is no no harsh and inhumane treatment including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment under any circumstances whatsoever. Suppliers are to ensure that disciplinary policies and procedures, in support of these requirements, shall be clearly defined and communicated to workers.

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- Respect the right of all of its workers to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly, as well as giving corresponding respect to the right of workers to refrain from engaging in any such activities.
- Seek to exercise appropriate due diligence to prevent or mitigate modern slavery risks in direct operations and supply chains, including products or services or business relationships.
- Use the process of risk assessment and reporting under the the Act as a means of seeking to meaningfully and practically address modern slavery in its operations and supply chain.
- Upon request by Kennards, provide reasonable assistance, including relevant information, to enable Kennards perform periodic evaluations of its facilities and operations.

Kennards also expects that suppliers and subcontractors will take reasonably practicable steps towards the implementation of these requirements throughout their own supply chains. The intention is to identify, assess and address risks in a manner that involves consideration beyond entities with whom suppliers and subcontractors are in a direct contractual relationship for the provision of goods and services.

## COMPLIANCE & GOVERNANCE

Suppliers must demonstrate implemented policies and practices for identifying risks, vulnerabilities and compliance obligations, and must facilitate risk awareness and mitigation within their business. Kennards expects that our suppliers will:

- Engage in appropriate corporate governance and risk management practices.
- Comply with all applicable laws and regulations on bribery corruption, data collection, reporting and other business practices.
- Employ equitable and ethical business practices.
- Conduct ongoing supplier monitoring and evaluation.

## IMPLICATIONS OF NON-COMPLIANCE

For suppliers doing business with Kennards, failure to meet or non-compliance with the standards set out in this Code, may lead to a request to implement appropriate corrective actions. Continuing non-compliance may lead to the following outcomes:

- Termination of contracts.
- Loss of future work.
- Loss of reputation.
- Investigation for corruption.
- Matter referred for criminal investigation.

In circumstances where this Code addresses issues not covered by legislation, a Supplier is expected to voluntarily agree to abide by the standards and requirements set out in this Code.

In circumstances, where an Australian or different local law, regulation or contractual obligations impose a stricter standard than this Code, those legal requirements must be complied with and prevail to the extent of any inconsistency with this Code.