

# SUPPLIER MINIMUM REQUIREMENTS



## MESSAGE FROM OUR CEO

---

At South32, the relationship we forge with our suppliers is fundamental to ensuring we all go home safe and well. We are dedicated to operating sustainably, transparently, and responsibly, while creating value for our stakeholders and improving lives in the communities where we operate. South32 requires everyone who works with us, or on our behalf, to be transparent and trusted partners who continuously strive to improve the way we work and share our commitment to lawful business practices.

We expect our suppliers to follow and align to our Code of Business Conduct (Code), to support our commitment to the highest standards of integrity and accountability. We encourage our suppliers to Speak Up when our values and standards are not being followed (a 'business conduct concern'), through our global Speak Up system.

On the following pages we will define the minimum requirements that we expect our suppliers to understand and follow. Thank you for partnering with South32 to make a difference now and for the future, by meeting our expected standards outlined in our Code as well as the minimum requirements in this document.

*The latest version of our Code is available in multiple languages on South32's 'Code of Business' website [here](#), or from the 'Supplier' portal on South32's website [here](#). Details of our Speak Up process can also be found on the website [here](#).*

# SUPPLIER MINIMUM REQUIREMENTS



FOCUS AREA	REQUIREMENTS
<p><b>EVERYONE GOING HOME SAFE AND WELL</b></p> <p><b>NOTHING IS MORE IMPORTANT TO US THAN MAKING SURE EVERYONE GOES HOME SAFE AND WELL EVERY DAY</b></p>	<p>Suppliers must ensure that the safety of their workforce and the people they are working with at South32 is their first priority.</p> <p>Suppliers must support South32 in continuously improving its safety performance by stopping work they feel is unsafe, ensuring hazard and event reporting, and fostering the sharing of information that may improve safety outcomes whilst working with South32.</p> <p>The supplier must provide:</p> <ul style="list-style-type: none"> <li>• safe and healthy working facilities and appropriate controls to protect employees from work-related hazards and anticipated dangers in the workplace;</li> <li>• workers with appropriate and effective health and safety training; and</li> <li>• where applicable, clean and safe accommodation that meets the basic needs of the workers.</li> </ul> <p>The supplier must comply with South32’s health, safety, environment, and social performance requirements and all local legislation regarding these requirements.</p>
<p><b>FOSTERING INCLUSION, DIVERSITY AND EQUITY IN OUR WORKPLACE</b></p> <p><b>WE VALUE AND STRIVE TO BUILD A WORKPLACE WHERE EVERYONE IS VALUED AND EMPOWERED.</b></p>	<p>South32 does not tolerate bullying, harassment, discrimination, victimisation, or intimidation of any kind towards others. This includes all forms of sexual harassment or assault. All those that partner with South32, must align with a zero-tolerance approach.</p> <p>The supplier must provide a work environment in which everyone is treated fairly and cultural, gender, ethnic, religious, or other diversity factors such as disability are respected.</p> <p>The supplier must have policies and standards pertaining to inclusion and diversity in place that are aligned with those of South32.</p> <p>The supplier must have a grievance mechanism process, which provides a clear and transparent framework to all stakeholders to speak up fairly and for grievances to be investigated in an unbiased manner.</p>

<p><b>RESPECTING HUMAN RIGHTS</b></p> <p><b>AT SOUTH 32, WE RECOGNISE OUR IMPORTANT RESPONSIBILITY TO RESPECT HUMAN RIGHTS. TOGETHER, WE CAN MAKE A DIFFERENCE TO IMPROVE PEOPLE’S LIVES NOW AND FOR GENERATIONS TO COME.</b></p>	<p>The supplier must create and maintain a work environment that respects human rights and is without discrimination and harassment. At all times, the supplier must work in accordance with the Universal Declaration of Human Rights.</p> <p>The supplier must work towards implementing core human rights standards, including those set out in the UN (United Nations) Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights of Work.</p> <p>The supplier must confirm that:</p> <ul style="list-style-type: none"> <li>• there is no forced, bonded, or involuntary labour; or labour acquired through human trafficking;</li> <li>• it will work towards implementing a robust risk assessment process for its own supply chains to identify and mitigate against risks of modern slavery; and</li> <li>• at no times will child labour be used.</li> </ul> <p>The supplier must also ensure that:</p> <ul style="list-style-type: none"> <li>• they adopt an open attitude towards the legitimate activities of trade unions; and</li> <li>• workers’ representatives must be allowed to carry out their legitimate representative functions in the workplace and must not be discriminated against.</li> </ul> <p>The supplier must ensure wages and benefits (including overtime) paid for a standard working week, must satisfy, at a minimum, national legal standards, or local industry benchmarks. At all times working hours must met minimum requirement and overtime be voluntary.</p>
<p><b>PROTECTING PRIVACY</b></p> <p><b>WE RESPECT AND PROTECT THE PERSONAL INFORMATION AND PRIVACY OF OTHERS.</b></p>	<p>The supplier must:</p> <ul style="list-style-type: none"> <li>• confirm that it manages cybersecurity, data protection, and privacy of personal information in accordance with applicable laws and regulations;</li> <li>• protect the confidentiality, integrity, and availability of South32 data and systems; and</li> <li>• be able to demonstrate an ongoing commitment to managing cybersecurity and data protection risk.</li> </ul>

<p><b>BUILDING AND MAINTAINING TRUST WITH OUR COMMUNITIES</b></p> <p><b>WE SEEK TO BUILD, MANAGE, AND MAINTAIN STRONG AND SUSTAINABLE RELATIONSHIP WITH OUR HOST COMMUNITIES.</b></p>	<p>The supplier, and in turn its employees, must treat all members of the community, including Indigenous, Traditional and Tribal Peoples, with dignity and respect. At all times communication must be regular, open, and honest.</p> <p>The supplier must comply with local requirements or as negotiated in the terms of contract, including those related to:</p> <ul style="list-style-type: none"> <li>• rights of Indigenous, Traditional and Tribal Peoples;</li> <li>• traditional customs and cultural heritage;</li> <li>• environmental areas;</li> <li>• public policy; and</li> <li>• training and education.</li> </ul> <p>We expect our suppliers to identify opportunities that incorporate local procurement and employment and, to the extent involving work conducted for or on behalf of South32, to coordinate engagement with local representatives at South32.</p> <p>The supplier must ensure that any public or private security forces engaged by them, manage security in a way that is lawful and respects fundamental freedoms and human rights of all stakeholders.</p>
<p><b>BEING ENVIRONMENTALLY RESPONSIBLE</b></p> <p><b>WE ARE AN ENVIRONMENTALLY RESPONSIBLE BUSINESS. WE WORK HARD TO TREAT NATURAL RESOURCES WITH CARE, SO THEY ARE AVAILABLE FOR FUTURE GENERATIONS.</b></p>	<p>At all times, the supplier must comply with South32's environmental requirements and applicable environmental laws and regulations. The supplier must ensure an understanding of potential environmental risks and impacts of work, with effort made to minimise footprint.</p> <p>Suppliers must ensure that they use energy and water efficiently, minimise greenhouse gas emissions, give consideration to biodiversity and have comprehensive waste management practices.</p>
<p><b>WORKING WITH GOVERNMENTS</b></p> <p><b>WE RECOGNISE THE AUTHORITY OF GOVERNMENT WHEREVER WE OPERATE.</b></p>	<p>Suppliers must not act on South32's behalf with any government representative without approval from South32, including the South32 Business Integrity team.</p>

<p><b>FRAUD, BRIBERY AND CORRUPTION</b></p> <p><b>WE PROHIBIT FRAUD, BRIBERY, AND CORRUPTION IN ANY FORM, AND COMPLY WITH APPLICABLE ANTI-BRIBERY AND CORRUPTION LAWS WHEREVER WE CONDUCT BUSINESS.</b></p>	<p>The supplier must comply with all applicable:</p> <ul style="list-style-type: none"> <li>• anti-bribery and corruption laws; and</li> <li>• international trade laws and sanctions of the countries in which South32 conducts business.</li> </ul> <p>This includes the supplier not engaging in illegal conduct such as fraud, theft, bribery (including not making facilitation payments), extortion or other corrupt conduct, as well as declaring to us any actual or potential conflict of interest to South32.</p> <p>These requirements are further clarified at sections 12, 13, 15 and 16 of our Code, and in our Anti-Bribery and Corruption Policy available <a href="#">here</a>.</p> <p>Suppliers must also be aware of confidentiality requirements when working with South32 and sharing of potential inside information.</p>
<p><b>AVOIDING CONFLICT OF INTEREST</b></p> <p><b>WE EXPECT YOU TO ALWAYS ACT IN THE BEST INTEREST OF SOUTH32 AND TO NOT BE IN CONFLICT WITH THOSE INTERESTS.</b></p>	<p>Suppliers must ensure there are no personal interests or activities that may pose a conflict of interest with their responsibilities with South32. Any concerns with a potential conflict of interest should be raised immediately with South32.</p>
<p><b>USING SUPPLIERS WITH INTEGRITY</b></p> <p><b>WE WORK TOWARDS EFFECTIVE, FAIR, EQUITABLE AND STREAMLINED PROCUREMENT PROCESSES.</b></p>	<p>Suppliers must comply with lawful business practices and applicable South32 policies, standards, procedures, and processes, as relevant to the work they are performing for or on our behalf.</p>