



# SUSTAINABILITY AND BUSINESS CONDUCT SUPPLIER REQUIREMENTS



COMPLIANCE	REQUIREMENTS
<b>CORRUPTION, BRIBERY AND EXTORTION</b>	The supplier must comply with South32's anti-corruption requirements.
<b>HEALTH, SAFETY, ENVIRONMENT AND COMMUNITY (HSEC)</b>	The supplier must comply with South32's HSEC requirements relevant to work completed as part of the supply contract with South32.
<b>LAWS AND REGULATIONS</b>	The supplier must comply with the letter and, where it is clear, the intent of all laws and regulations relating to their business conduct. This includes understanding laws and regulations relevant to their work and complying with legal requirements of the country where they are working.

COMMUNITY	REQUIREMENTS
<b>COMMUNITY INTERACTION</b>	The supplier, and in turn its employees, must treat members of the community with dignity and respect. They must not impact on the health, safety or wellbeing of members of the community by engaging in activities such as threatening behaviour, violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.
<b>LOCAL REQUIREMENTS</b>	To the extent directed by South32 in writing, the supplier must comply with local requirements, including those related to: <ul style="list-style-type: none"> <li>• Indigenous rights;</li> <li>• environmental areas;</li> <li>• traditional customs;</li> <li>• public policy;</li> <li>• training and education.</li> </ul>

ENVIRONMENT	REQUIREMENTS
<b>BIOFUELS</b>	Biofuels must only be sourced from global companies that have policies or standards for the sustainable sourcing of biofuel components. That is, they demonstrate the biofuels are not sourced in conflict with agricultural, biodiversity or other environmental values and have a positive lifecycle greenhouse gas emission profile.
<b>WORLD HERITAGE LISTED PROPERTIES AND IUCN PROTECTED AREAS</b>	Materials must not be sourced from <u>World Heritage listed properties</u> or <u>International Union for Conservation of Nature protected areas</u> .

LABOUR RIGHTS	REQUIREMENTS
<b>CHILD LABOUR</b>	Children must not be hired to work before completing their compulsory education (as determined by applicable local laws). Notwithstanding local requirements, the minimum age for entry into employment must not be younger than 15 years of age.
<b>FORCED OR COMPULSORY LABOUR</b>	The supplier must affirm there is no forced, bonded or involuntary labour.
<b>FREEDOM OF ASSOCIATION</b>	<p>The supplier must:</p> <ul style="list-style-type: none"> <li>• adopt an open attitude towards the legitimate activities of trade unions;</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>
<b>WORKPLACE HEALTH AND SAFETY</b>	<p>The supplier must provide:</p> <ul style="list-style-type: none"> <li>• safe and healthy working facilities and appropriate precautionary measures to protect employees from work-related hazards and anticipated dangers in the workplace;</li> <li>• workers with regular and recorded health and safety training;</li> <li>• clean and safe accommodation that meets the basic needs of the workers (where provision is applicable).</li> </ul> <p>The supplier must:</p> <ul style="list-style-type: none"> <li>• follow all relevant legislation, regulations and directives in the countries in which the contract activities are undertaken to provide a safe and healthy workplace;</li> <li>• implement systems for the prevention of occupational injury and illness including, standards for fire safety; emergency preparedness and response plans; occupational/industrial hygiene standards; appropriate lighting and ventilation; machinery safeguarding; reporting and investigation of occupational injuries and illness; reasonable access to potable water;</li> <li>• assign responsibility for health and safety to a management representative.</li> </ul>
<b>NON-DISCRIMINATION AND DIVERSITY</b>	<p>The supplier must:</p> <ul style="list-style-type: none"> <li>• provide a work environment in which everyone is treated fairly and cultural, ethnic, religious or other diversity factors such as gender are respected;</li> <li>• offer employment on the basis of merit;</li> <li>• not base decisions regarding employment on attributes unrelated to job performance (including but not limited to, race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, marital status, sexual orientation and family responsibilities).</li> </ul> <p>In certain cases, it is acceptable to apply positive discrimination targets to promote in country specific legislative requirements e.g. BBEE outcomes, indigenous or local employment and female participation. Decisions relating to suppliers, customers, contractors and other stakeholders must also be based on merit.</p>

LABOUR RIGHTS	REQUIREMENTS
<b>LIVING WAGE</b>	<p>Wages and benefits paid for a standard working week must satisfy, at a minimum, national legal standards or local industry benchmarks, whichever is higher.</p> <p>In nation states where no minimum wage legislation exists, the supplier must seek to establish a living wage that provides an adequate standard of living for all its employees and their dependants.</p>
<b>TREATMENT OF EMPLOYEES</b>	<p>The supplier must create and maintain an environment that treats all employees with dignity and respect and must not use any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.</p>