



Aeris Supplier Code of Conduct publicly sets out the minimum standards of conduct expected from all Suppliers wishing to do business with, or on behalf of, Aeris.

Suppliers to Aeris play a key role in helping to deliver on our strategy. Aeris expects our suppliers to align with these values and behaviours. Our suppliers are required to be accountable for their actions and commit to ensuring all of their supply chains that support the manufacturing, transport and installation of goods and services into our business are regularly reviewed and conduct their business in alignment with the following:

HEALTH & SAFETY

Provide a safe environment and promote a workplace that supports the health, well-being and dignity of an inclusive workforce.

Support a culture of safe work habits including supply of suitable protective clothing and equipment, fit for purpose plant, equipment, product and tools, and have developed procedures and training to ensure personnel are appropriately qualified and skilled to carry out their duties safely.

Maintain records and notify reportable incidents.

Deliver continual improvement through preventative measures, review and reporting of incidents and ensure statutory requirements are reviewed and maintained.

HUMANS RIGHTS & LABOR

Engage a workforce that is free from any form of enslavement or other means of coercion, of working age, on terms that are both compliant with relevant laws and provide fair remuneration and humane working conditions.

Respect the unity of the workforce where they seek to bargain collectively or independently and protect individual's privacy.

Treat people with respect, without discrimination or harassment and comply with all laws in the collection, use and protection of personal information.

To ensure timely payments of salary and benefits to any employees, sub-contractors and sub-suppliers. It should limit hours of work (including overtime) to provide for adequate rest periods for workers in line with international standards. Workers should be allowed to resign with no penalty after a reasonable notice period.

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COMMUNITY ENGAGEMENT

Consider the community impacts of your business. Listen to and communicate regularly with all stakeholders, respecting their backgrounds and beliefs, and strive to achieve mutually beneficial outcomes.

Seek out opportunities to support, foster and build capacity in our host communities as part of how you do business with our regional operations.

ENVIRONMENTAL MANAGEMENT

Avoid, minimize, mitigate, and/or remediate negative impacts on the environment and proactively manage risks. Suppliers shall conduct activities in an environmentally responsible manner, including meeting all legal requirements for water and air emissions, pollution controls, chemical and waste management.

GOVERNANCE AND COMPLIANCE

Comply with all laws and regulations associated with the sourcing, manufacturing, storage, transport and supply of products and services to our operations, including chain of responsibility. Educate and train the workforce to display and maintain a high degree of ethics including conflicts of interest disclosure.

Identify and refrain from business practices that may involve bribery, corruption or facilitation payments, or that could result in reputational damage to Aeris.

Provide a mechanism for workforce to readily report incidents, including misconduct or violations and processes to address reported incidents without fear of retribution.

BUSINESS PRACTISES

Communicate openly with our business, providing information that is timely, accurate and fit for purpose.

Maintain accurate records and statistics to support invoicing, contract management, regulatory reporting requirements and any legislative obligations.

Communicate to third parties used throughout your supply chains and in the provision of services of this Code of Conduct and their requirements to adhere to this as part of your contractual commitments to Aeris.

Maintain a strong degree of confidentiality and protect third party property rights and intellectual knowhow throughout your business dealings.

Be prepared and have adequate emergency response and crisis management plans and mitigation measures in place to manage disruption to normal business operations.