



LYNDONS

SUPPLIER CODE OF CONDUCT



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Document Change Control

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1. INTRODUCTION

As an organisation we fulfil our purpose in accordance with the highest standards of ethics and conduct by:

- Complying with all relevant laws and regulations.
- Empathising with the needs of others.
- Treating people fairly.
- Being true to our word and standing behind our promises.
- Communicating openly and with candour.
- Respecting privacy and confidentiality; and
- Understanding the needs and importance of our shareholders, community, people, customers, and partners.

This Supplier Code of Conduct (Code) makes clear the behaviours that Lyndons Pty Ltd. will demonstrate and clarifies our expectations of our suppliers in relation to Environmental, Social and Governance (ESG) related issues.

2. OUR COMMITMENT

We strive to demonstrate the highest standards of business ethics and are committed to managing our supplier relationships in an ethical, transparent, and responsible manner.

Lyndons cares about how our suppliers manage their operations and supplier relationships and expect that the people and communities along our supply chain are not adversely impacted by our suppliers' actions and decisions.

For every expectation we have of our suppliers, in this document we also set out Lyndons commitments. Lyndons will review this Code regularly to ensure it continues to reflect stakeholder expectations and legislative requirements.

3. MINIMUM REQUIREMENTS

As a condition of doing business with Lyndons, we expect all suppliers to operate in a manner that meets or exceeds our minimum requirements and to be able to demonstrate suitable measures are in place to meet our minimum requirements.

Suppliers must:

- Comply with all relevant laws and regulations.
- Comply with Lyndons ESG requirements as set out in this Code.
- Respond to requests for information from Lyndons in a timely manner, including but not limited to questionnaires, interviews, site visits, audits, and corrective action plans.
- Provide a true and accurate account of their operations and supply chain when responding to requests for information from Lyndons.
- Promptly advise Lyndons of any non-compliance with this Code.



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- Have processes in place that allow for workers to report non-compliance with this Code, anonymously and free of retribution or other unfavourable treatment.
- Remedy any non-compliance with this Code as a matter of highest priority.

Our approach:

- Lyndons minimum requirements are informed by applicable laws, international and industry standards, Lyndons business needs and our stakeholders' expectations.
- Our approach at Lyndons is to assess suppliers' compliance with this Code on an ongoing basis, to drive continuous improvement for Lyndons and people and communities along our supply chain.
- Lyndons will consider a supplier's performance in accordance with this Code when making sourcing decisions and in managing our relationships with suppliers.
- If a supplier is unable to demonstrate compliance with the Code or fails to meet minimum requirements, Lyndons reserves the right to pursue appropriate action, including remediation or termination of the business relationship with the supplier.

4. ENVIRONMENTAL EXPECTATIONS

Lyndons, we care for our environment and are committed to a sustainable future.

We expect our suppliers to:

- Comply with relevant environmental protection laws, regulations, and standards.
- Establish programs that seek to reduce the environmental impact of their operations and supply chain.

5. SOCIAL EXPECTATIONS

We respect human rights and are committed to preventing and ending all forms of modern slavery, child labour and human trafficking in our supply chain.

Human Rights

We expect our suppliers to:

- Manage their operations and supply chain in a manner that upholds the United Nations' (UN) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights and the International Labour Organisation's (ILO) Core Conventions
- Address any adverse impacts on human rights and/or working conditions, arising from decisions made by the supplier, as a matter of urgency.
- Implement and maintain reasonable controls to ensure their operations and supply chain operate in line with Lyndons' requirements.



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Modern Slavery

Suppliers must not use modern slavery practices in their operations or supply chain. Modern slavery includes human trafficking, forced labour, slavery, servitude, debt bondage, child labour, forced marriage or deceptively recruiting workers for labour or services. Workers must not be required to submit deposits or government-issued identity documents (such as passports) to be held as a condition of employment. Suppliers must actively support the abolition of modern slavery by taking measures to identify and mitigate modern slavery risks along their supply chain.

Child Labour

Suppliers must not employ children below the minimum legal working age where the work is undertaken. Suppliers must not use children in modern slavery practices. Suppliers must not require children to engage in hazardous work which may cause harm to their health, safety, or morals.

Worker Entitlements

Suppliers must provide workers with entitlements in compliance with relevant labour laws and applicable industrial instruments, in the country where the work is undertaken. Suppliers must ensure that workers are correctly engaged and classified as either employees or independent contractors and treated as such, and that all legal obligations due to the worker are satisfied.

Sub-contractors

Suppliers must keep a register of sub-contractors. This register must be made available to Lyndons, on Lyndons request.

Freedom of Association

Suppliers must ensure that workers' rights to freedom of association and collective bargaining are respected, and that workers have the right to form and join trade unions, in accordance with local laws.

Inhumane Treatment

Suppliers must ensure that workers are not subjected to corporal punishment, physical abuse or discipline, verbal or mental abuse, sexual abuse, or any type of exploitation.



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Discrimination, Harassment and Bullying

Lyndons are committed to providing a workplace free from discrimination, harassment, and bullying.

We expect our suppliers to:

- Comply with workplace laws in respect of discrimination, harassment and bullying in their operations and supply chain.
- Have and uphold reasonable standards of behaviour in the workplace which apply to all workers.
- Ensure work environments are inclusive and recruitment and employment practices are free from discrimination based on age, religion, culture, ethnicity, gender, sexual orientation, marital status, family responsibilities, disability, or health status of workers, in accordance with law.

Safety Culture

At Lyndons, we provide a healthy and safe workplace that strives for a proactive safety culture.

We expect our suppliers to:

- Comply with relevant laws in respect of Work Health and Safety in their operations and supply chain.
- Ensure that work environments and accommodation, where applicable, are safe and hygienic.
- Have processes in place to prevent and minimise health and safety risks.
- Inform Lyndons immediately of any workplace deaths due to poor workplace practices and provide details of workplace incidents, at Lyndons request.

Diversity

Lyndons promotes and seeks diversity across its supply base.

We expect our suppliers to:

- Promote and increase supplier diversity within their organisation and supply chain by seeking equitable, mutually beneficial opportunities with a broad range of businesses, for example: small and medium-sized enterprises (SMEs), social enterprises, women-owned businesses, businesses that support and employ people with disabilities, LGBTIQ+ owned businesses and Indigenous businesses.



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6. GOVERNANCE

Risk Management

At Lyndons, we work with communities to better understand how to manage and reduce risk and to build resilience.

We expect our suppliers to:

- Demonstrate appropriate risk management and governance to ensure compliance with applicable laws and accounting practices.
- Ensure recovery and continuity of services to Lyndons arising from a disruption to their services, where appropriate.
- Protect Lyndons data from loss, misuse, or damage, including but not limited to, sensitive data and Lyndons customer data.
- Notify Lyndons immediately if they become aware of any association with politically exposed persons.
- Maintain appropriate certifications including insurance, regulatory and industry certifications to meet their obligations to Lyndons

Fraud, Bribery and Corruption

Lyndons does not tolerate behaviour that is dishonest, illegal, fraudulent, corrupt, or unethical.

We expect our suppliers to:

- Employ reasonable measures and controls to ensure that their workers and suppliers do not commit fraud, bribery, or corruption, or become involved in such activities.
- Keep accurate records and ensure that information provided to Lyndons is a true and accurate reflection of their operations, supply chain and business dealings.

Please refer to our Anti-Bribery Policy and our Anti-Money Laundering & Counter-Terrorism Funding Policy.

Ethics & Conduct

At Lyndons, we fulfil our purpose in accordance with the highest standards of ethics and conduct.

We expect our suppliers to:

- Ensure that they do not source goods or services on behalf of Lyndons from any country, entity, or persons subject to internationally recognised trade sanctions.
- Disclose any actual, potential, or perceived conflicts of interest in respect of their dealings with Lyndons.
- Avoid offering or receiving gifts, entertainment or travel that could affect, or be seen to affect, their dealings with Lyndons.
- Pay their workers, suppliers, and sub-contractors fairly and on time, in accordance with applicable laws and agreements.



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Social Media

Lyndons are committed to using social media platforms responsibly and being courteous and respectful of others.

We expect our suppliers to:

- Refrain from disrespectful, unprofessional, harassing, defamatory, discriminatory, and prohibited activity on social media platforms.
- Not act or speak on behalf of Lyndons, represent themselves as Lyndons, or express any views attributable to Lyndons unless expressly authorised to do so by Lyndons.
- Not use Lyndons brands or logos, except as expressly permitted by Lyndons in writing.

AUTHORISATION:

Andrew Rodgers

Chief Executive Officer

NAME

POSITION

SIGNATURE

