

**Powertech Pty Ltd**



# **SUPPLIER GUIDING PRINCIPLES**

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2.0	21/12/22	Pearly L	Michael F	Michael F	Renamed document to remove 'Powertech' in the title.

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# Content

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<b>1</b>	<b>Introduction</b>	<b>1</b>
<b>2</b>	<b>Business Integrity</b>	<b>1</b>
<b>3</b>	<b>Health, Safety, Security, Environment (HSSE) &amp; Social Performance (SP)</b>	<b>2</b>
<b>4</b>	<b>Labour And Human Rights</b>	<b>2</b>
<b>5</b>	<b>Conflicts of Interest</b>	<b>3</b>
<b>6</b>	<b>Fair Competition</b>	<b>3</b>
<b>7</b>	<b>Communities</b>	<b>3</b>
<b>8</b>	<b>Responsible Reporting</b>	<b>3</b>

# 1 Introduction

In accordance with Powertech values, we seek to partner with suppliers and contractors who contribute to sustainable development and are economically, environmentally, ethically, and socially responsible with all transactions.

Our Values:

- Be Open and Honest
- Be Committed and Accountable
- Be Caring and Respectful
- Be Safe and Aware
- Celebrate Equality and Diversity

<https://www.powertech.com.au/about/our-values/>

We focus on developing and strengthening relationships with suppliers and contractors who are committed to the Powertech 'Supplier Guiding Principles' or to equivalent standards demonstrated through their own activities, and the management of their own suppliers and sub-contractors.

Powertech invest in maintaining a company culture focused on care and respect, building trusting relationships with all stakeholders, and communicating in an open, honest and transparent manner.

We celebrate equality and diversity, and the collective value added by people of different cultures, lifestyles, ethnicity and gender. We believe that people are equal in terms of their dignity and worth, we treat all people in a fair and unbiased manner.

We are passionate about giving back to the communities in which we operate and doing our part to save the planet through accelerating the world's transition to sustainable energy. We have a plan to achieve carbon neutrality ourselves by 2025.

# 2 Business Integrity

- Suppliers and contractors comply with all applicable laws and regulations.
- Suppliers and contractors should not tolerate, permit, or engage in bribery, corruption, or unethical practices.
- Suppliers and contractors should not demand, persuade, or accept any financial or other favour / gift.
- Suppliers and contractors support fair competition.
- Conflicts of interest are avoided.

### **3 Health, Safety, Security, Environment (HSSE) & Social Performance (SP)**

Suppliers and contractors have a systematic approach to HSSE & SP management designed to ensure compliance with all applicable laws and regulations, and to achieve continuous performance improvement.

Suppliers and contractors:

- are committed to protect the environment in compliance with all applicable environmental laws and regulations;
- use energy and natural resources efficiently;
- continually look for ways to minimise waste, emissions and discharge of their operations, products, and services;
- respect their neighbours and contribute to the societies in which they operate;
- manage the social impacts of their activities carefully and enhance the benefits to local communities;
- recognise that regular dialogue and engagement with stakeholders is essential. In interactions with employees, business partners and local communities, seek to listen and respond to them honestly and responsibly; and
- provide a safe working environment with a zero-harm approach.

### **4 Labour And Human Rights**

Suppliers and contractors conduct their activities in a manner that respects human rights as set out in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO) including ensuring:

- no use of child labour;
- no use of forced, prison or compulsory labour;
- no payment of recruitment fees by workers;
- compliance with all applicable laws and regulations on freedom of association and collective bargaining;
- a safe, secure, and healthy workplace and not tolerating discrimination, harassment, or retaliation;
- compliance with all applicable laws and regulations on working hours; and
- providing wages and benefits that meet or exceed the national legal standards.

## 5 Conflicts of Interest

Suppliers and contractors:

- use good judgement where there may be, or even appear to be, a conflict of interest;
- report any actual or potential conflict of interest; and
- do not allow or accept any undeclared personal advantage.

## 6 Fair Competition

Suppliers and Contractors:

- allow free and fair competition, compete ethically and respect applicable laws;
- do not obtain information about competitors, suppliers or customers illegally, not communicate false information; and
- do not share confidential information when interacting with competitors, suppliers or customers unless authorised to do so under agreement of confidentiality.

## 7 Communities

Suppliers and Contractors:

- recognise and respect the cultures, lifestyles, and heritage of our neighbours;
- respect the special connection of local and Indigenous people to land and waters;
- collaborate with local communities to understand the impacts of their activities and liaise with the community and other stakeholders to undertake appropriate sustainable development activities;
- build trust by communicating openly and honestly; and
- give back to the communities in which they operate.

## 8 Responsible Reporting

Suppliers and Contractors:

- will inform Powertech of any actual or potential breaches in relation to local or international laws, legislation, and regulations;
- will inform Powertech of any changes to business conditions that could impact their ability to meet Powertech 'Supplier Guiding Principles'; and
- Will inform Powertech of any major changes to ownership or supply chains that could impact their ability to meet Powertech 'Supplier Guiding Principles'.

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