

## **SUPPLIER CODE OF CONDUCT**

### **1. INTRODUCTION**

Mitsubishi Development Pty Ltd (**MDP, we, our or us**) adheres to the Mitsubishi Corporation *Three Corporate Principles*. The Three Corporate Principles - Corporate Responsibility to Society; Integrity and Fairness; and Global Understanding Through Business - have served as Mitsubishi Corporation's core philosophy since the company's inception, inspiring us to continually improve the way we address our economic, environmental, and social responsibilities around the world. We are committed to ethical, sustainable and socially responsible procurement.

This Supplier Code of Conduct (**Code**) applies to all of our suppliers, regardless of value, and sets out our expectations and minimum requirements for supply.

This Code is in addition to, and does not supersede any legal or contractual obligation that you may have. Where references are made to the law, it is to the law applicable in the jurisdiction where the goods are procured, or the services are supplied. In most cases, this will be Australia.

MDP expects you to understand and comply with this Code and in order to do so, maintain effective management systems. You are expected to self-assess your compliance with this Code, inform MDP and take any timely action required to correct any deficiencies. This Code may change from time to time, including without notice.

### **2. CODE OF CONDUCT**

#### **2.1 Forced Labour**

You will employ all employees of their own free will with no employee being subject to forced or bonded labour.

#### **2.2 Child Labour**

You will not employ people under the minimum legal working age.

#### **2.3 Safe and Healthy Working Environments**

You will work to provide employees with a safe and healthy working environment.

#### **2.4 Freedom of Association and Collective Bargaining**

You will respect the right of employees to associate freely and engage in collective bargaining as methods of negotiating the working environment, wages and other employment-related matters.

#### 2.5 Discrimination

You will strive to ensure equal opportunities in the workplace and will not engage in discrimination when recruiting or during the ongoing employment of your employees.

#### 2.6 Abuse and Harassment

You will respect employees' human rights and will not tolerate abuse or any form of harassment.

#### 2.7 Working Hours

You will ensure that employees' working hours and their use of leave entitlements are appropriately monitored and no illegal excessive overtime occurs.

#### 2.8 Suitable Remuneration

You will pay employees at least the statutory minimum wage, endeavour to pay at least the living wage, and will not unreasonably reduce wages.

#### 2.9 Anti-Corruption

You will engage in fair business practices, avoid corruption including bribery and extortion, and comply with applicable laws and regulations.

#### 2.10 Environment

You will endeavour to protect the environment and consider the impacts of your business activities on local communities and ecosystems, while paying special attention to energy use efficiency, climate change issues such as greenhouse gas emissions, sustainable use of resources, waste reduction, and air, soil and river pollution.

#### 2.11 Information Disclosure

You will disclose information with respect to the aforementioned matters in a timely and appropriate manner.



Mr Sadahiko Haneji  
Director, CEO and CCO  
Mitsubishi Development Pty Ltd