

# Supplier Code of Conduct.

Parratech Group Pty Ltd  
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## Introduction

Parratech is committed in ensuring its supplier management and procurement practices are transparent, fair and responsible, aligned with the Company's Values. As an extension to our core Values, Parratech seeks to engage with suppliers who share these values and adhere to the minimum requirements outlined in this Code of Conduct ('Code').

Parratech takes care in selecting its third-party suppliers and contractors of goods and services, and expects them to read, understand and ensure that their business and supply chain meet the requirements of this Code; and communicate the same to related entities, suppliers and subcontractors who support them in supplying to Parratech.

## Our corporate Values

At Parratech, our corporate Values and strong focus on ethics and compliance, are the behaviours and commitments that are expected from every individual in the Company and those supporting us externally, including our suppliers and their supply chain. These values remain as the six most important attributes by which we will recognise, reward, hire, fire and promote our people. Parratech's defined corporate values are as follows:

- **Do it right – always**
- **Care about people**
- **Keep it real – be open, upfront, and honest**
- **Have grit – be driven, agile and a pragmatic thinker**

## Principles

While our suppliers are independent entities, their business practices and actions may impact upon our reputation. For this reason, our suppliers are expected to work to the following ethical, social and environmental standards of conduct. Parratech favours suppliers who can demonstrate having established a strong governance in each of the pillars below.

### Corporate governance and ethical practices

- Operate ethically, with integrity and cultural sensitivity while employing clear standards of corporate governance.
- Comply with all relevant laws and regulations in relation to bribery, corruption, and other prohibited practices; and
- be accountable and transparent in their operations and provide an avenue for anyone to express concerns relating to any improper conduct without fear of reprisal.

## Workplace, health and safety

- Provide and maintain a safe and healthy working environment for all workers and visitors
- Comply with all relevant laws and regulations in relation to work, health and safety; and
- Comply with reasonable directions from Parratech in relation to work, health and safety.
- Workplace Health and Safety, intended as the provision of a safe, healthy and secure work environment to our employees, contractors and visitors is of paramount importance to Parratech as outlined in its WHS Policy

## Environmental, social and governance risk management

- Proactively identify the actual and potential social, environmental and economic impacts of their decisions and activities, with the aim of avoiding and mitigating negative impacts.
- Comply with all relevant environmental laws and regulations
- Have systems in place to manage and monitor environmental risks and performance; and
- Have business continuity plans in place that are maintained and tested regularly

## Information security and privacy management

- We expect our suppliers to work with us to protect our data and information by implementing industry best practice or standard technical and organisational security measures, including managing and monitoring their supply chain. Suppliers must:
- Treat Parratech data they have access to as confidential information and only use that data for the purpose of services provided to Parratech.
- Notify Parratech on any data or network breach immediately.
- Have appropriate information security policies and procedure in place to protect any NEXTDC information they may have access to.

## Labour policies and human rights

- Respect fundamental human rights and the dignity of people by ensuring equal opportunity, equality and diversity irrespective of race, ethnic or national origins, gender, sexuality, disability, marital status and religious belief.
- Suppliers must comply with all relevant, local and national laws and regulations with regards to employment practices, benefits, health and safety and anti-discrimination.
- Suppliers must have written workplace management policies and standards inclusive of equal opportunity, anti-discrimination and anti-harassment, bullying principles and employee grievance resolution.
- Employment is freely chosen and there is no forced, bonded or involuntary labour.
- Must not use any form of child, forced or involuntary labour and abide with all international standards and domestic regulations relating to the employment of children.

## Supply chain

Parratech aims to collaborate with its suppliers to minimise adverse social, economic and environmental effects of activities occurring along its supply chain. We will work with our suppliers to ensure they follow our sustainable practices as outlined in this Supplier Code of Conduct to meet our expectation. As a minimum, suppliers are expected to adopt similar principles to those outlined in this Code of Conduct when dealing with their own suppliers.

## Assessment and review

Parratech will work closely with its suppliers to ensure that they are aligned to this Code. Parratech may carry out assessments of the practices of its suppliers, including self-assessment by suppliers of their operations, periodical request of supporting documentations and site visits to carry out in-depth reviews. Our objective is to work with our suppliers to identify best practice and support improvement where required. We expect that suppliers to Parratech will respond to these requests to their best ability, by providing open, honest and complete information.

Sincerely



**Jason Fooks**  
Managing Director